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ABSTRACT

This technical assistance guide is designed to assist trainers, planners, administrators, researchers, librarians, counselors, and advocates involved with Ohio older worker programs and policies with the range of resources, services, and expertise available to them. Discussed in the individual sections of the guide are available resources dealing with the following topics: the aging network and advocacy groups (Federal, state, and area administrative agencies, administrative organizations, membership organizations, and professional organizations); employment and training, including Federal and state administrative agencies, service delivery areas, and national and state organizations concerned with the Job Training Partnership Act (JTPA); Congressional committees developing older worker policy; employment policy and research (organizations addressing employment policy in general and those dealing with employment policy as it affects women); the Senior Community Service Employment Program; work options and organizations concerned with them; organizations and centers serving displaced homemakers; and recommended handbooks and guides for practitioners serving older workers. Appendixes to the manual include maps of planning and service areas and service delivery areas in Ohio and also flow charts explaining the structure of the Administrative Aging Network, National Aging Network, and JTPA. An organizational index concludes the document. (MN)

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Resources for Older Worker Programs in Ohio
A Technical Assistance Guide

by Norma Corbett Bruce

Ohio STEPS
(Senior Training and Employment in the Private Sector)
Corey B. Friedberg, Project Director

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Ohio Department of Aging
Joyce F. Chapple, Director
50 West Broad Street/9th Floor
Columbus, Ohio 43266-0501
May 1985

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Richard F. Celeste, Governor
OHIO...the heart of it all!

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TABLE OF CONTENTS

INTRODUCTION.....i

THE AGING NETWORK AND ADVOCACY GROUPS.....1
ADMINISTRATIVE AGENCIES: FEDERAL.....2
ADMINISTRATIVE AGENCIES: STATE AND AREA.....3
AREA AGENCIES ON AGING.....4
ADMINISTRATIVE ORGANIZATIONS: THE AGING NETWORK.....5
ADMINISTRATIVE ORGANIZATIONS WITH AGING CONCERNS.....6
MEMBERSHIP ORGANIZATIONS.....7
MEMBERSHIP ORGANIZATIONS REPRESENTING MINORITIES.....10
PROFESSIONAL ORGANIZATIONS CONCERNED WITH AGING.....12
RECOMMENDED READING.....13

EMPLOYMENT AND TRAINING.....14
ADMINISTRATIVE AGENCIES: FEDERAL.....15
ADMINISTRATIVE AGENCIES: STATE.....16
SERVICE DELIVERY AREAS.....17
NATIONAL ORGANIZATIONS CONCERNED WITH JTPA.....22
STATE ORGANIZATIONS CONCERNED WITH JTPA.....24
RECOMMENDED READING.....26

OLDER WORKER POLICY: CONGRESSIONAL COMMITTEES.....27
RECOMMENDED READING.....29

EMPLOYMENT POLICY AND RESEARCH.....30
POLICY AND RESEARCH ORGANIZATIONS: GENERAL.....30
POLICY AND RESEARCH ORGANIZATIONS
ADDRESSING WOMEN'S ISSUES.....34
RECOMMENDED READING.....36

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM.....38
RECOMMENDED READING.....43

WORK OPTIONS.....44
ORGANIZATIONS CONCERNED WITH OPTIONS.....45
RECOMMENDED READING.....46

DISPLACED HOMEMAKERS.....48
ORGANIZATIONS REPRESENTING DISPLACED HOMEMAKERS.....48
OHIO'S CENTERS FOR SERVICES TO DISPLACED HOMEMAKERS....50
RECOMMENDED READING.....52

HANDBOOKS AND GUIDES FOR PRACTITIONERS
SERVING OLDER WORKERS.....53

APPENDIX.....55

INDEX.....61

INTRODUCTION

Resources for Older Worker Programs in Ohio is a Technical Assistance Guide (TAG) prepared by the Ohio STEPS (Senior Training and Employment in the Private Sector) Program to assist trainers, planners, administrators, researchers, librarians, counselors and advocates concerned with older worker programs and policies. Through this TAG, the reader will be introduced to the broad range of resources, services and expertise available to those seeking information and assistance for the older worker.

Older people are specifically served by the Older Americans Act of 1965 (OAA), as amended, which is directed toward assisting them to attain a full range of benefits including adequate income, good health, suitable housing, long term care, employment opportunities, dignified retirement, cultural pursuits, community services and freedom to manage their own lives. The "aging network" is generally responsible for serving and representing the needs of older people.

More specifically, the older worker is covered in the employment and training legislation called the Job Training Partnership Act (JTPA). It established a nationwide system of job training programs to be administered jointly by local governments and private sector planning agencies. JTPA provides for older workers through a statewide program of job training for economically disadvantaged workers age 55 or older. Governors are required to set aside three percent of their JTPA Title II allotments for older workers. The "employment and training network" is that group of agencies which carry out the goals of the Job Training Partnership Act.

Included in this directory are Federal, state and local administrative agencies, organizations serving those agencies, membership organizations, professional organizations, policy and research organizations, and legislative committees which are committed to the best interests of America's older workers. Some organizations are listed more than once if they have concerns both with aging and with employment and training, or if they are connected with a specific program as well as a general concern.

The usual procedure in compiling a directory is to send each agency a form so that there will be uniform entries. However, we compiled the TAG and entered the first draft in the word processor in only six weeks. Whenever possible, information from the agency itself was used, either from its promotional literature, or from a description of its activities included with an article or book, or from a personal phone call. The gaps were filled in with standard directories.

The help supplied by the staffs of the State Library of Ohio, the Upper Arlington Public Library, the Ohio Department of Aging Library, the JTP-Ohio Resource Library, and the Ohio Management Training Institute Library was greatly appreciated. Patsy Watson of the Planning, Evaluation, Research and Training (PERT) Division of the Ohio Department of Aging was the typist for this project.

THE AGING NETWORK AND ADVOCACY GROUPS

Our country first began to take old age seriously about fifty years ago when the concept of the "right to social security" began to take hold. Twenty years ago the Older Americans Act created the first Federal program specifically designed to meet the social service needs of older Americans, and Medicare and Medicaid legislation was passed. The Age Discrimination in Employment Act of 1967 promoted opportunities for older people. During the 1950's and 1960's retiree organizations, organized labor and various senior advocacy groups began to work with the government agencies in policy matters and to promote a growing base of public support for legislation and programs.

After the 1971 White House Conference on Aging, the aging groups became more visible, and a new crop of groups appeared reflecting the interests of subgroups--Area Agencies, Black aged, urban aged, Indian and Hispanic aged, and women confronting mid-life and aging problems.

The government organization responsible for aging programs is the Department of Health and Human Services in the Executive Branch of the Federal government. Within its structure is the Administration on Aging, which has regional offices.

There are state-level units on aging in the 50 states, the District of Columbia, and the major territories. Most of these units are part of the human services departments of the state, but in Ohio, the Commission on Aging became the Department of Aging in 1984. The Director is a cabinet level officer of the Governor of Ohio. Departmental status greatly increases the visibility and influence of the state unit.

To receive the Federal funds, a state must develop a plan for the expenditure of the monies. The state plan is based on the area plans of the Planning and Service Areas (PSAs) in consultation with the Department of Aging.

The Area Agency on Aging (AAA) is a public or non-profit private agency or organization designated by the state to administer the Older Americans Act and its programs at the sub-state level. Like its counterpart at the state level, an AAA serves both as the advocate and the visible focal point in its PSA.

The State Job Training Coordinating Council in Ohio requires that the Service Delivery Area (SDA)--the entity that receives funds to provide employment and training to the disadvantaged--coordinate its efforts on behalf of the senior worker with the Area Agency on Aging of the PSA--that entity charged with providing services to the elderly.

The following list describes the activities of the administrative agencies, membership organizations and the professional associations within the aging network. Functions of these organizations such as advocacy, education, policy, research and support may overlap.

ADMINISTRATIVE AGENCIES: FEDERAL

Administration on Aging (AoA)
Department of Health and Human Services
330 Independence Avenue, SW
Washington, DC 20201
202-245-0724

Established by the Older Americans Act of 1965. The 1973 Amendments to the Act specify that Federal agencies which plan to initiate programs for older Americans should consult with and cooperate with AoA. Thus, AoA is the Federal focal point for planning and programs concerning older persons. Regional offices provide direction and guidance to State agencies.

Federal Council on the Aging
200 Independence Avenue, SW
Washington, DC 20201
202-245-2451

Created in 1973, the Council is composed of 15 members appointed by the President with the advice and consent of the Senate. Members represent a cross section of rural and urban older Americans, national organizations with an interest in aging, business, labor, and the general public. It reviews and evaluates all Federal policies and programs regarding the aging in order to appraise their value and impact on the lives of older Americans. Acts as representative for the older American. Informs the public about the problems and needs of the elderly. Provides public forums, conferences, workshops.

National Advisory Council on Aging
National Institute of Aging
National Institutes of Health
Department of Health and Human Services
Bethesda, MD 20205
301-496-5898

Established in 1974, the Council advises the Secretary of Health and Human Services, the Assistant Secretary for Health, the Director of National Institutes of Health, and the Director of National Institute on Aging concerning applications for grants-in-aid relating to research projects and applications for national research science awards relating to research manpower projects on the aging process and the diseases and other special problems and needs of the aged. Recommends the approval of those projects which merit support. The Council consists of 18 members who are medical or scientific authorities in aging.

National Institute on Aging
9000 Rockville Pike
Bethesda, MD 20295
301-496-1752

One of the strong recommendations to come from the 1971 White House Conference on Aging was for a more coherent and broader national research effort on aging. The Institute conducts and supports biological, behavorial, social and epidemiological research and training on all aspects of the aging process. It generates news and feature material for both the scientific and general press. It promotes conferences and workshops on many areas of research on aging processes, medical problems and psychosocial issues affecting older people. Issues a publications list.

ADMINISTRATIVE AGENCIES: STATE AND AREA

Ohio Department of Aging (ODA)
Joyce F. Chapple, Director
50 West Broad, 9th Floor
Columbus, OH 43266-0501
614-466-5500

Effective July 26, 1984, the Ohio Commission on Aging was renamed the Ohio Department of Aging, the state unit designated to administer matters pertaining to services and activities for the elderly including Federal Older Americans Act programs and state funds. It plans and coordinates statewide programs, provides technical assistance, acts as an advocate for the elderly, and develops recommendations for administrative and legislative action. Publishes Advocate, monthly newsletter on health, rights and benefits; Ohio's Heritage, quarterly magazine; Annual Report; Audiovisual Resource Catalog, a listing for its Library; Facts on Older Ohioans.

Advisory Council on Aging
Ohio Department of Aging
David N. Myers, Chair
50 West Broad, 9th Floor
Columbus, OH 43266-0501
614-466-5500

The Ohio Department of Aging established its Advisory Council to develop and implement the state plan, conduct public hearings, represent the interests of older people, and review and comment on other policies which affect older persons. More than 50% of the council's members must be 60 years of age or older. The Council meets at least 6 times a year.

Ohio STEPS (Senior Training and Employment in the Private Sector)
Ohio Department of Aging (ODA)
50 West Broad, 9th Floor
Columbus, OH 43266-0501
614-466-9848

Funded by the Job Training Partnership Act through JTP-Ohio, STEPS is designed to develop and foster positive communication within and provide training and technical assistance to the statewide network of agencies concerned with employment and training of older Ohioans.

AREA AGENCIES ON AGING

PSA

1 William Bogart, Director
Council on Aging of the Cincinnati Area
601 Provident Bank Bldg., 7th & Vine
Cincinnati, OH 45202
513-721-1025

2 Jean Farkas, Director
Area Agency on Aging PSA 2
184 Salem Avenue
Dayton, OH 45406
513-225-3027

3 Harold K. Dahill, Director
Area Agency on Aging
311 Building, Ste. 201
311 E. Market Street
Lima, OH 45801
419-222-7723

4 Billie Sewell-Johnson, Director
Area Agency on Aging of Northwestern Ohio, Inc.
2155 Arlington Ave.
Toledo, OH 43609
419-382-0624

5 Caroline Ford, Director
District 5 Area Agency on Aging
53 Blymyer Avenue
P.O. Box 966
Mansfield, OH 44901
419-524-4144

6 Alicia Polis, Director
Central Ohio Area Agency on Aging
272 S. Gift Street
Columbus, OH 43215
614-222-7250

7 Robert Horrocks, Director
Area Agency on Aging District 7, Inc.
P.O. Box 978
Rio Grande College
Rio Grande, OH 45674
614-245-5306

8 Cindy Farson, Director
Buckeye Hills-Hocking Valley Regional Development District
St. Clair Bldg., Ste. 410,
216 Putnam St.
Marietta, OH 45750
614-374-9436

9 Evelyn Brockwell, Director
Area Agency on Aging Region 9
Box 429
117 S. 11th Street
Cambridge, OH 43725
614-439-4478

10A Audrey Spencer, Director
Western Reserve Area Agency on Aging
Marion Bldg., Rm. 512
1276 W. Third Street
Cleveland, OH 44113
216-443-7560

10B Joseph Ruby, Director
Area Agency on Aging
12 E. Exchange Street
3rd Floor
Akron, OH 44308
216-376-9172

11 Martha Murphy, Director
District 11 Area Agency on Aging
Ohio One Building
25 E. Boardman Street
Youngstown, OH 44503
216-746-2938

ADMINISTRATIVE ORGANIZATIONS: THE AGING NETWORK

National Association of Area Agencies on Aging (N4A)
600 Maryland Avenue, SW
West Wing, Suite 208
Washington, DC 20024
202-484-7520

Founded in 1976, the N4A membership consists of Area Agencies on Aging (AAAs). Its purpose is to promote and achieve a reasonable and realistic national policy on aging. Provides members with information to enable an effective response to Federal legislation and regulations. Disseminates information to the Federal government and other national organizations and the public. Provides general administrative, training, and technical assistance to the AAAs. Publishes The Point of Delivery, a monthly newsletter, a directory of state and area agencies, and manuals.

National Association of State Units on Aging (NASUA)
600 Maryland Avenue, SW
Suite 208
Washington, DC 20024
202-484-7182

Founded in 1964, its membership is the 57 state units. It is a public interest organization which provides information, technical assistance, and professional development support to State Units on Aging. Has an Older Worker Committee. Has published two excellent publications useful for our readership: An Orientation to the Older Americans Act (1982) and Proceedings of the National Invitational Conference on Older Worker involvement in the Job Training Partnership Act, March 6 & 7, 1984 (July 1984).

Ohio Association of Area Agencies on Aging
Robert Horrocks, President
Area Agency on Aging District 7, Inc.
P.O. Box 978
Rio Grande College
Rio Grande, OH 45674
614-245-5306

The purpose of the association is to provide a mechanism for uniting its members in fulfillment of their responsibilities as mandated by the Older Americans Act of 1965, as amended. Its goals are: to foster development of working partnership among the AAAs, the Ohio Department of Aging and other interested groups; to develop and influence policy related to the purposes and functions of the AAAs; to identify and prioritize the needs of older adults in Ohio; to advocate on behalf of older adults at the state and national levels; to promote an understanding of the AAAs and their purposes and functions; to provide a forum for the exchange of information and communication among the AAAs and other relevant organizations; and to promote the development and coordination of resources supportive of older adults in Ohio.

ADMINISTRATIVE ORGANIZATIONS WITH AGING CONCERNS

The Council of State Governments
Iron Works Pike
Box 11910
Lexington, KY 40578
606-252-2291

The Council provides information on aging programs at both the state and national level. Services may include providing information about states' legislation and model legislation and developing their own aging and/or reference publications. Has published a series of six aging publications.

National Association of County Aging Programs
c/o National Association of Counties
440 1st Street, NW
Washington, DC 20001
202-393-6226

Affiliated with the National Association of Counties whose interest in aging stems from the fact that one-third of all Area Agencies on Aging are operated by counties. The concerns are health care, adequate income and employment opportunities, transportation, housing, energy and delivery of services.

National Governors' Association (NGA)
444 North Capitol Street
Washington, DC 20001
202-624-5300

Governors collectively influence national policy and cooperate on solving state problems through the NGA. It was established in 1908, and through its Committee on Human Resources it offers members information concerning income security, employment, Medicaid-Medicare, and other concerns of the aging. Has published a study on the 3% set-aside of the Job Training Partnership Act through its Center for Policy Research, "Older Workers and the Governors' 3% Set-aside."

U.S. Conference of Mayors
Subcommittee on Aging
1620 Eye Street, NW
Washington, DC 20006
202-293-7596

Established in 1933, this is the official organization of cities with populations of 30,000 or more. Has had a sub-committee on aging since 1978. Its purpose is to provide policy and legislative action which meets urban needs and to assist in the strengthening of city governments. Its publications on aging include a 10 volume set Administering Aging Programs. Vol. 9 is entitled Unlocking Information: Access to Data on the Elderly. Also issues a directory of city aging offices.

MEMBERSHIP ORGANIZATIONS

American Association of Retired Persons (AARP)
1909 K Street, NW
Washington, DC 20049
202-872-4700

Founded in 1958, the AARP is the nation's largest organization of older Americans with a membership exceeding 17 million. A non-profit, nonpartisan organization, AARP serves its members through legislative representation, educational and community service programs and direct membership benefits, such as group health insurance, discounts, and a special motoring plan. Provides special services to retired teachers through National Retired Teachers Association. Publishes News Bulletin, monthly, and Modern Maturity, bimonthly. Produced Older Worker Advocacy Initiative and brochure, Training Older Persons.

Action for Independent Maturity (AIM)
1909 K Street, NW
Washington, DC 20049
202-728-4466

Founded in 1971, AIM is a division of AARP which helps people in mid-life to prepare for retirement and to reach the full limit of their potential through more effective use of their time, money and energy. Provides materials and training for administrators of retirement planning programs. Publishes Dynamic Years, bimonthly; Aim Action, a quarterly newsletter; and various guidebooks and handbooks.

Concerned Seniors for Better Government
1346 Connecticut Avenue, NW
Room 1213
Washington, DC 20036
202-466-6140

Organized by the labor movement to provide an efficient mechanism for trade union retirees to become actively involved in labor's political and legislative agenda. The organization has established 30 state coordinators who, in turn, have engaged coordinators in each of the states' congressional districts. Works with National Council of Senior Citizens. The Ohio Coordinator is:

Frank Brockmeyer, State Coordinator
Concerned Seniors for Better Government
Ohio AFL-CIO
271 East State Street
Columbus, Ohio 43215
614-224-8271

Gray Panthers
3635 Chestnut Street
Philadelphia, PA 19104
215-382-3300

A consciousness-raising activist group formed in 1971 to combat ageism, the discrimination against persons on the basis of chronological age. Advises, acts as a catalyst for, and organizes local groups of young, middle-aged, and older persons to work on issues of their choosing. Conducts seminars and research on age-related issues. Publishes The Network Newspaper, bimonthly.

Green Thumb, Inc.
1401 Wilson Blvd., Suite 10B
Arlington, VA 22209
703-276-0750

Provides job placement services and part-time employment in community service for unemployed persons 55 years and older. Sponsored by the National Farmers Union. See the section of this directory on Senior Community Service Employment Program (SCSEP).

Leadership Council of Aging Organizations
600 Maryland Avenue, SW
Washington, DC 20024
202-479-1200

Created in May 1980, from the Ad Hoc Coalition of Leadership Organizations, the Leadership Council serves organizations which have aging as their primary concern. Chairmanship is rotated among the three largest membership organizations, the National Council on the Aging, the National Council of Senior Citizens, and the American Association of Retired Persons. Its purpose is to further the public's understanding of the potentials and needs of older persons. It publishes white papers and monographs.

National Alliance of Senior Citizens
2525 Wilson Blvd.
Arlington, VA 22201
703-241-1533

Advocates the advancement of senior Americans through sound fiscal policy and through belief in the American system of individuality and personal freedom. Communicates to members and the general public the programs and policies of the government. Publishes Senior Guardian, monthly; Our Age, bimonthly.

National Association for Human Development (NAHD)
1620 Eye Street, NW
Washington, DC 20006
202-331-1737

Founded in 1974, NAHD seeks to help people establish and maintain physical and emotional health and vigor. Operates model demonstration projects and evaluation, research and training programs; maintains job training and placement bureau; develops and implements employment and training programs including career education. Publishes Digest, quarterly, and training manuals, booklets and evaluation sheets.

National Council of Senior Citizens (NCSC)
925 15th Street, NW
Washington, DC 20005
202-347-8800

One of the largest membership organizations, NCSC grew out of the labor movement and serves a membership of over 4 million in a variety of senior citizens clubs, associations, councils and other groups. As an education and action group, it supports Medicare, increased Social Security and improved benefits for older Americans. Sponsors the National Senior Citizens Education and Research Center. Publishes Senior Citizens News, monthly. National contractor for Senior Community Service Employment Program (SCSEP).

National Council on the Aging (NCOA)
600 Maryland Avenue, SW
West Wing 100
Washington, DC 20024
202-479-1200

Founded in 1950, the NCOA is a national nonprofit membership organization of individuals, voluntary agencies and associations, business organizations and labor unions united to promote the concerns of older people. It conducts research, undertakes demonstration programs, sets standards, disseminates information, and promotes a variety of opportunities and services for older people. Provides training, education, technical assistance and consultation. Promotes employment and training opportunity for middle-aged and older workers. Publishes Senior Center Report, monthly newsletter; Perspective on Aging, bimonthly magazine; Aging and Work, quarterly; Current Literature on Aging, quarterly; and numerous books, pamphlets and brochures. Sponsors annual conference. National contractor for Senior Community Service Employment Program (SCSEP).

National Farmers Union (NFU)
12025 East 45th Avenue
Denver, Colorado 80251
303-371-1760

Established in 1902, the NFU is a membership organization of over 300,000 farm families with 25 field offices. Its purpose is to promote the well-being of farm families across the United States. Its priority aging issues are Social Security, transfer of farmland from one generation to another, and employment opportunities. Parent organization of Green Thumb, a national contractor for Senior Community Service Employment Program (SCSEP).

Older Women's League (OWL)
1325 G Street, NW
Lower Level B
Washington, DC 20005
202-783-6686

Older women continue to suffer sex and age discrimination in the workplace, and Older Women's League was organized in 1978 to assist middle-aged and older women in the areas of health care insurance, defense and reform of Social Security, and equity in pensions. Maintains the Older Women's League Education Fund. Operates speakers bureau. Publishes OWL Observer, monthly; information packets, Gray Papers (in-depth analyses of key issues) and a curriculum for midlife planning entitled Wingspan.

Western Gerontological Society
833 Market Street, Suite 516
San Francisco, CA 94103
415-543-2617

Despite its regional sounding name, this is a national organization of about 4,000 members, 75% of whom are administrators and service providers. Its purpose is to improve the lives of older persons through education, training and policy analysis. Listed as priorities are: income security, women and midlife, health, self-advocacy, and dissemination of training and research materials. Currently, the Society publishes a fine quarterly magazine, Generations, and a bi-monthly newsletter, WGS Connection.

MEMBERSHIP ORGANIZATIONS REPRESENTING MINORITIES

Asociacion Nacional Pro Personas Mayores
National Association for Hispanic Elderly
2727 West Sixth Street, Suite 270
Los Angeles, CA 90057
213-487-1922

Committed to achieving social change by focusing on the needs of Hispanic older persons, thus impacting the Hispanic community and the nation as a whole. A private, non-profit corporation, it is the only national organization serving all segments of the older Hispanic population. Programs include research, training and technical assistance, employment programs for low-income seniors, information dissemination, media productions, and model projects. National sponsor for Title V Senior Community Service Employment Program (SCSEP), although it has no program in Ohio. Publishes Legislativo Bulletin-Boletin Legislativo, quarterly, demographic reports, national studies on the needs of the Hispanic elderly, and a community service directory.

National Caucus and Center on Black Aged, Inc. (NCCBA)
1424 K Street, NW, #500
Washington, DC 20005
202-637-8405

Founded in 1970, the NCCBA membership is open to anyone interested in improving the quality of life for low income and older persons. It develops and manages housing for the elderly, advocates a national policy toward elders that is responsive to their needs, encourages political involvement by the elderly, administers a national management training program, and is a national sponsor for Senior Community Service Employment Program (SCSEP). Publishes a very handsome "Senior Employment Program Handbook" which is a calendar, and a paper, "New Careers in Housing Services for Older Workers and Senior Retirees."

National Indian Council on Aging
P.O. Box 2088
Albuquerque, NM 87103
505-766-2276

The first National Indian Conference on Aging was sponsored by the National Tribal Chairmen's Association in 1976. The Council developed out of the conference and established an office in 1977. Membership consists of 39 Indian and Alaska Native individuals. Purpose is to provide advocacy for the Indian and Alaska Native elderly. Encourages legislation, communication, dissemination of information and interaction with appropriate agencies. Publishes a newsletter.

National Pacific/Asian Resource Center on Aging
Colorado Building Suite 311
1341 G Street, NW
Washington, DC 20005
202-393-7838

Addresses issues pertinent to needs of the Pacific/Asian communities. Works to discover the indigenous support systems, to improve service delivery system responsiveness, to enhance capability of the Pacific/Asian communities to meet needs of the elderly, to enhance abilities of the community based providers, to develop policy recommendations, and to involve members of the Pacific/Asian community in planning and development. Comprises 18 ethnic groups.

The National Urban League, Inc.
500 East 62nd Street
New York, NY 10021
212-310-9000

A community service organization which promotes better race relations and the elimination of discrimination in the U.S. Acts as a national sponsor for the Title V Senior Community Service Employment Program (SCSEP) and publishes 32 Million Older Americans; a Handbook for Employers on the Trends, Issues, Laws and Strategies Pertaining to Older Worker Utilization, and brochures on senior employment.

PROFESSIONAL ORGANIZATIONS CONCERNED WITH AGING

Aging in America
1500 Pelham Parkway, S
Bronx, NY 10461
212-824-4004

A research and service organization for professionals in gerontology founded in 1979. Objectives are to produce, share and formulate coordinated approaches to solving the problems of the elderly. Operates Projects with Industry to help older, disabled individuals back into the work force. Publishes fact books and brochures outlining programs. Conducts research.

Center for the Study of Aging (CSA)
706 Madison Avenue
Albany, NY 12208
518-465-6927

Founded in 1957, CSA members are behavioral scientists, educators, humanists, and physicians who promote education, research and training in the field of aging. Strong interest in benefits of exercise and physical activity. Conducts seminars, publishes and distributes books, and provides assistance in research.

National Center on Rural Aging
c/o National Council on the Aging
600 Maryland Avenue, SW
West Wing 100
Washington, DC 20024
202-479-1200

Professionals who work with older rural adults. Purposes are: to develop social and public policies; to improve and increase services; to provide guidance and encourage legislation. Provides information and promotes research and demonstration projects on the aging in rural America. Conducts seminars, workshops, and training for service providers. Publishes Roundup on Rural Aging, a quarterly newsletter.

Ohio Network of Educational Consultants in the Field of Aging (ONECA)
Dr. Harvey Sterns, President
Institute for Life Span Development and Gerontology
Simmons Hall, Room 179
University of Akron
Akron, OH 44325
216-375-7243

Founded in 1975, membership consists of academicians and practitioners in the field of aging. Acts as official technical advisory board to the Ohio Department of Aging on education and training in aging and the dissemination of Title IV of the Older Americans Act training funds of the U.S. Administration on Aging. Reviews and approves state-wide proposals for training under Title IV. Sponsors annual conference on aging.

RECOMMENDED READING

Aging. Published bi-monthly by the Office of Human Services, Department of Health and Human Services.

Davis, Richard H., ed. Aging; Prospects and Issues. Rev. Ethel Percy Andrus Gerontology Center, 1981.

National Association of State Units on Aging. An Orientation to the Older Americans Act. The Association, 1982.

Perspective on Aging. Published bi-monthly by The National Council on the Aging, Inc.

U.S. Senate, Special Committee on Aging. Developments in Aging. Government Printing Office, 1985.

EMPLOYMENT AND TRAINING

The Job Training Training Partnership Act of 1982 (JTPA), Public Law 97-300, is legislation permanently authorizing job training programs for economically disadvantaged individuals and others who face serious barriers to employment. JTPA replaces the Comprehensive Employment and Training Act (CETA), which replaced the Manpower Development and Training Act (MDTA).

JTPA differs from its predecessors in that it redirects program funds from salaries and wages for workers to job training. Also, it redirects the overall thrust from public service jobs to the creation of jobs in the private sector.

The intent of JTPA is to create a strong private/public partnership among business and industry, labor, education, community-based organizations and the government to address the needs of the unemployed and the labor needs of business and industry.

The state has a larger role under JTPA than it did under CETA, with administrative responsibility for training programs, and the private sector now has equal authority with local governments in planning and implementing training programs.

The basic functions of the state are the designation of service delivery areas (SDAs), approval of local plans, fiscal and management controls, and coordination of programs. The state is authorized to prescribe coordination criteria which are mandatory on the local service delivery area. Training that will lead directly to unsubsidized employment with emphasis on private sector placement is the thrust of JTPA.

PRIVATE INDUSTRY COUNCILS

The private industry council shares overall policy and oversight responsibility for local programs with chief local elected officials. The PIC represents local business leaders, who must make up a majority of its members. Whenever possible half of that business majority should represent small businesses. Other PIC members represent education, organized labor, rehabilitation agencies, community-based organizations, economic development agencies, and the local employment service.

PICs and local elected officials can choose who receives funds directly from the state, who administers the funds, and who operates programs. PICs can exercise program oversight independently.

The extent of the PIC's responsibility is new with JTPA, but the idea of including PICs began with the final amendments to CETA. Many of the same individuals who served on the PIC under CETA remained under JTPA.

JTPA TITLE II-A, 3% OLDER WORKERS

The Job Training Partnership Act has five sections. Title II funding sets requirements for disadvantaged youth and adults. Of the adult funding, 3% is set aside to carry out programs for older adults. The intent of the 3% program is to provide training and placement of Ohio's older individuals in employment opportunities in the private business sector. The ultimate objective of all activities and services is to ensure that the individual participant obtains and retains productive, unsubsidized, gainful employment.

Coordination between agencies is essential if the goals of the Older Worker Program are to be accomplished. Coordination ensures that a wide variety of resources and support structures are fully utilized.

In Ohio the Area Agencies on Aging and the Displaced Homemakers Programs are consulted by the Private Industry Councils in developing their Older Worker Training Plan.

ADMINISTRATIVE AGENCIES: FEDERAL

Employment and Training Administration (ETA)
U.S. Department of Labor (DOL)
200 Constitution Avenue, NW
Washington, DC 20210
202-523-6050 (Office of the Asst. Secretary)
202-523-6871 (Public Affairs Office)

Monitors employment and training programs for the economically disadvantaged, unemployed and underemployed workers, the Federal-State Employment Service System, and the Unemployment Insurance Service. Administers national programs for migrant workers, Indians and other native Americans, and aged and displaced workers. ETA publishes a broad range of books, pamphlets, reports and fact sheets on a variety of topics. Publishes Area Trends in Employment and Unemployment, quarterly; and Employment and Training Report to the President, annually.

Office of Job Training Programs
Employment and Training Administration
601 D Street, NW
Washington, DC 20213
202-376-6604

Oversees the Job Corps, the Bureau of Apprenticeship and Training, and employment and training programs for Indians, the elderly, and migrant workers. Administers the Job Training Partnership Act of 1982. Prepares policy clarifications and technical assistance materials; establishes implementation and operating procedures.

Special Targeted Programs
Office of Job Training Programs
601 D Street, NW
Washington, DC 20213
202-376-7341

Administers training and other employment-related programs for Indians and other native Americans, older workers, and migrant and seasonal farm workers. Administers programs and services for handicapped, women, single parents, displaced homemakers, individuals lacking education credentials or language prficiency, public assistance recipients, offenders, and others requiring special assistance.

Division of Older Worker Programs
Special Targeted Programs
Office of Job Training Programs
601 D Street NW
Washington, DC 20213
202-376-6232

Administers the Senior Community Service Employment Program that provides funds for part-time, community service work-training programs operated by national sponsoring organizations and state and territorial governments. See special section of this guide devoted to this program.

ADMINISTRATIVE AGENCIES: STATE

Richard F. Celeste
Governor
State of Ohio
State House
Columbus, OH 43266-0601
614-466-3555

The Job Training Partnership Act requires the Governor to prepare an annual statement of goals and objectives in job training and placement programs. With the counsel of the State Job Training Coordinating Council, eight major goals were developed to provide the foundation for JTP-Ohio. The responsibilities of the Governor include: designation of service delivery areas, certification of private industry councils, allocation of funds at the substate level, approval/disapproval of local plans, prescription of variations to the national performance standards, provision for technical assistance to programs not meeting standards, special funding set-asides, action on fiscal and compliance violations, and writing rules and regulations for JTPA. Older worker money is called the "Governor's 3% set-aside" because it constitutes part of the 22% of JTPA Title II funds under direct control of the Governor.

Ohio Bureau of Employment Services (OBES)
Dr. Roberta Steinbacher, Administrator
145 South Front Street
Columbus, OH 43266-0556
614-466-2100

A federally funded state agency responsible for administration of unemployment compensation within the state and operation of a statewide network of employment offices. It has been designated as the state agency responsible for the federally funded Job Training Partnership Act.

Job Training Partnership-Ohio (JTP-Ohio)
Joan A. Hammond, Deputy Administrator
Ohio Bureau of Employment Services
145 South Front Street
Columbus, OH 43266-0556
614-466-3817

In Ohio the Job Training Partnership Act is being implemented by the JTPA Division of the Ohio Bureau of Employment Services. The Division is responsible for providing direction and assistance to the local Private Industry Councils, local elected officials, the entities designated to receive funds and administer the programs in the Service Delivery Areas (SDAs), and to the subrecipients operating JTPA programs, as well as providing staff support to the State Job Training Coordinating Council (SJTCC). JTP-Ohio provides policy directives, guidelines and instructions so that the systems and procedures are uniform.

State Job Training Coordinating Council (SJTCC)
Howard V. Knicely, Chair
145 South Front Street
Columbus, OH 43266-0556
614-466-3817

The major responsibilities of the Council are to plan, coordinate, and monitor employment and training services in the state. Functions include proposing SDAs to the Governor for certification, recommending the state coordination and special services plan to the Governor for approval, planning allocations, providing management and review, advising the Governor on local plans, reviewing state plans, assessing needed changes and methods for coordination of vocational education and employment training programs in the state. Conducted first meeting February 17, 1983 with a membership of 47. Membership must represent the population of the State. One-third of the representatives must be from business and industry, not less than 20% from the state legislature and state agencies and organizations, not less than 20% from local government including administrative entities, and not less than 20% from the eligible population, general public, organized labor, community based organizations, and local educational agencies.

Service Delivery Areas

Service Delivery Areas (SDAs) are the districts within the state through which job training services are delivered. Each SDA submits a job training plan which is approved or modified by the Governor. The plans should develop programs which contribute to occupational development, upward mobility, development of new careers, and overcoming sex-stereotyping in occupations traditional for the other sex. Ohio has 30 SDAs and 28 Private Industry Councils (two PICs serve two SDAs). Listed here are the addresses of the administrative entity of each SDA and the name of the Private Industry Council.

SDA#

1 Gary Andres, Administrative Director
Northwestern Ohio Community Action Commission
1933 Second Street
Plaza Center
Defiance, OH 43512
419-784-2150
(Northwest Private Industry Council)

2 June Geiser, Director
Allen County Employment and Training Office
616 North Main Street
Lima, OH 45801
419-229-5872
(Private Industry Council of Allen, Auglaize, Hardin, and Mercer)

3 Jack A. Baird, Executive Director
Miami County Community Action Council
c/o Human Service Center
1695 Troy-Sidney Rd.
Troy, OH 45373
513-339-2111
(SDA 3 Private Industry Council)

4/5 Joyce Hannah, Acting Director
Montgomery County Employment and Training Office
117 South Main Street, Suite 280
Dayton, OH 45422
513-225-5545
(Greater Dayton Private Industry Council)

6 George Estes, Director
Butler County Private Industry Council
130 High Street
Hamilton, OH 45011
513-867-5833

7 David R. Schwier, Director
Hamilton County Employment and Training Agency
230 East 9th Street, Suite 301
Cincinnati, OH 45202
513-632-8204
(Private Industry Council of the City of Cincinnati and Hamilton County)

8 Henry L. Christmon, Director
City of Cincinnati/ Employment and Training Division
700 East McMillan Street
Cincinnati, OH 45206
513-352-3436
(Private Industry Council of the City of Cincinnati and Hamilton County)

9 James T. Beshalske, President
Toledo Area Private Industry Council
One Government Center
Toledo, OH 43604
419-245-1530

10 Samantha Carroll, Administrator
Private Industry Corporation
163 East Center St.
Marion, OH 43302
614-383-3210
(Private Industry Corporation)

11 Cathryn S. Balas, Executive Director
Tecumseh Consortium
101 North Fountain Avenue
Springfield, OH 45402
513-325-7063
(Tecumseh Consortium Private Industry Council)

12 Stephen Brooks, Executive Director
Clermont Warren Consortium
38 East Main Street
Amelia, OH 45102
513-753-4440
(Private Industry Council of SDA 12)

13 Donald F. Stricker, Chief Executive
WSOS Community Action Commission, Inc.
109 South Front Street
Fremont, OH 43420
419-334-8911
(Private Industry Council of SDA 13)

14 Robert D. Gordon, JTPA Administrator
Morrow-Ashland-Richland-Knox
13 Park Avenue West, Suite 417
Mansfield, OH 44902
419-524-2382
(JTPA Private Industry Council)

15 Gregory Wince, Executive Director
Central Ohio Rural Consortium
Employment and Training Administration
33 West Main Street, Room 206
Newark, OH 43055
614-345-9707
(Central Ohio Rural Consortium Private Industry Council)

16 Wiley Clodfelder, Director
Private Industry Council of Columbus and Franklin County
50 West Gay Street
Columbus, OH 43215
614-228-3906

17 Keith Hyde, Executive Director
Private Industry Council
P.O. Box 207
Circleville, OH 43113
614-474-7518
(Private Industry Council of SDA 17)

18 Richard Bussa, Executive Director
Scioto County Community Action Organization
433 Third Street, P.O. Box 1525
Portsmouth, OH 45662
614-354-4531
(Private Industry Council of SDA 18)

19 Kenneth Burich, Director
Lorain County JTPA
226 Middle Avenue
Elyria, OH 44035
216-329-5170
(Private Industry Council of Lorain County)

20 Jeffrey D. Comfort, Director
City of Cleveland
Department of Human Resources
1501 Euclid Avenue
Bulkley Building, 8th Floor
Cleveland, OH 44115
216-664-2405
(Cleveland-Cuyahoga Private Industry Council)

21 Nancy Cronin, Director
Department of Development
112 Hamilton Avenue, Room 312
Cleveland, OH 44114
216-443-7280
(Cleveland-Cuyahoga Private Industry Council)

Manager
Cuyahoga County Office of Employment and Training
1375 Euclid Avenue
Cleveland, OH 44115
216-443-5900

22 Robert L. Taylor
City of Akron
161 South High Street, Suite 200
Akron, OH 44308
216-375-2912
(Private Industry Council of Akron/Summit/Medina)

23 Donald R. Singer, Director
Job Training Partnership
312 Market Avenue, North
Canton, OH 44702
216-455-7121
(Private Industry Council of SDA 23)

24 Douglas Philabaun, Administrator
Ironton-Lawrence County Community Action Organization
305 North Fifth Street, P.O. Box 517
Ironton, OH 45638
614-532-3534
(Southeastern Ohio Private Industry Council)

25 Art Iacofano, Director
Lake County Employment and Training
105 Main Street, P.O. Box 490
Painesville, OH 44077
216-357-2763
(Lake County Private Industry Council)

26 Brian Condron, Director
Ashtabula Geauga Training and Employment Consortium
1709 East Prospect Road
Ashtabula, OH 44004
216-998-2990
(Private Industry Council of SDA 26)

27 Robert Nypaver
Private Industry Council of Trumbull County
Suite 10-Niles Park Plaza
815 Youngstown/Warren Road
Niles, OH 44446
216-394-7555

28 Maureen Frederick, Executive Director
Portage Private Industry Council, Inc.
449 South Meridian Street, First Floor
Ravenna, OH 44266
216-297-0720

29 Micheal W. Connelly
Youngstown Employment and Training Corporation
9 West Front Street
Youngstown, OH 44503
216-747-5639
(Youngstown Private Industry Council)

30 Robert Bannon, Executive Director
David Halverstadt, President of the Board
Mahoning & Columbiana Training Association
149 Boardman-Canfield Road
Boardman Plaza
Boardman, OH 44512
216-726-1647
(Private Industry Council of Mahoning & Columbiana Training Association)

31 Larry Hivnor, Executive Director
JTPSO-SDA #31
Private Industry Council
1225 Woodlawn Avenue
Cambridge, OH 43725
614-432-5695
(Joint Training Partnership of Southeast Ohio Private Industry Council)

NATIONAL ORGANIZATIONS CONCERNED WITH JTPA

Association of Training and Employment Professionals
P.O. Box 221
100 Bidwell Rd.
South Windsor, CT 06074
203-282-0624

Professionals in federally funded employment and training programs at city, county, state, and federal levels; organizations in vocational and career education, labor, and business; colleges and universities. Purpose is to provide a meeting ground for professionals in the manpower field. Conducts seminars, workshops, and conferences. Publishes Thrust; the Journal for Employment and Training Professionals, quarterly, and Annual Directory.

Human Resources Development Institute (HRDI)
815 16th St., NW
Washington, DC 20006
202-638-3912

Serves as the employment and training arm of the AFL-CIO. Objective is to assure full labor participation in employment and training programs funded under JTPA. Assists in developing labor-involved projects under the JTPA Title III program for dislocated workers. Offers technical assistance and training to labor officials and employment and training professionals. Conducts seminars and workshops. Publishes HRDI Advisory, bimonthly.

National Association of Counties (NACo)
Employment Project
440 1st St. NW
Washington, DC 20001
202-393-6226

National organization for county governments. Represents county governments to the Federal government. Oversees, directs, and offers technical assistance to members participating under Federal job training programs; informs members of related legislation. Provides assistance to county officials in implementing the JTPA.

National Association of County Employment
and Training Professionals (NACETP)
440 First St., NW
Washington, DC 20001
202-393-6226

Objective is to stimulate and contribute to the improvement of counties, county employment and training programs, and county employment practices. Has annual convention. Affiliated with National Association of Counties.

National Association of Older Worker Employment Services (NAOWES)
c/o National Council on the Aging
West Wing 100, Suite 208
600 Maryland Ave., SW
Washington, DC 20024
202-479-1200

Created to improve employment opportunities for older workers; promotes understanding of older workers' capabilities and dispels myths about older workers. Seeks to establish contacts with individuals in the private sector. Serves as an adviser to older workers and older worker employment services. Identifies issues involved in training and retraining older workers; provides technical assistance, information exchange, and forum for discussing older worker issues. Publishes Newsletter, bimonthly. In a recent policy statement it recommended using JTPA Title II-A funds to provide employment and training services for older individuals above and beyond those already provided, and recommended that JTPA state and local PICs should have committees on aging mandated to recommend policy and monitor programs.

National Association of Private Industry Councils (NAPIC)
2001 South St., NW, Suite 500
Washington, DC 20009
202-223-5640

Membership consists of private industry councils and other organizations which seek to provide job training opportunities for the unemployed and economically disadvantaged. Purpose is to facilitate private sector involvement in Federal employment and training policy. Provides information on Federal employment and training legislation; affords members the opportunity to meet with congressional and executive staff. Offers technical assistance to members through PIC network. Conducts regional workshops. Publishes Employment and Training Legislation, monthly; JTPA Update, monthly; Annual Report; and Directory of U.S. Private Industry Councils, annually.

National Governors' Association (NGA)
400 North Capitol Street, NW
Washington, DC 20001
202-624-5300
202-624-5353 (Education and Labor)
202-624-5394 (JTPA Project Manager)

The organization through which the governors collectively influence the development of national policy and apply creative leadership to state problems. Oversees, directs, and offers information to members participating under Federal job training programs; informs members of related legislation. Provides technical assistance to members participating under JTPA.

National Job Training Partnership, Inc.
1620 Eye Street, NW
Washington, DC 20006
202-293-7330

Incorporated in November 1983, the Partnership is a non-profit organization created to provide a forum for the exchange of information and ideas for all partners in JTPA--private industry councils, state and local elected officials, service delivery area and state administering agencies and State Job Training Coordinating Councils. Provides members with current information on the Department of Labor, Congressional committees, various excutive directives, and individual state actions with potential for impact beyond that area. Publishes Washington Update, Partnership Exchange, State Information Exchange, and Commentary.

U.S. Conference of Mayors
Employment, Education, and Human Development
1620 Eye Street, NW
Washington, DC 20006
202-293-7596

Oversees, directs, and offers technical assistance to members participating under Federal job training programs; monitors related legislation; acts as an information clearinghouse on employment, training, and education programs. Has published Administering Aging Programs: A City Perspective; and Alternatives to Passive Retirement.

STATE ORGANIZATIONS CONCERNED WITH JTPA

County Commissioners Association of Ohio (CCAO)
40 South 3rd Street, Suite 510
Columbus, OH 43215
614-221-5627

Promotes the best practices and policies in the administration of county government for the benefit of the people of Ohio. Maintains a central agency of information and research for the collection, analysis and dissemination of data concerning county government. Cooperates with Federal, state, and local governmental agencies and other organizations in developing, promoting and maintaining practical, efficient and financially sound administration of county government. Publishes reports, bulletins and official magazine, The County News.

Ohio Association of PIC Chairs
James Barry, Steering Committee Chair
c/o Portage Private Industry Council, Inc.
449 South Meridian Street
Ravenna, OH 44266
216-297-0720

Created in the summer of 1984 to provide an organization wherein the Chairs of the Private Industry Councils may meet to discuss issues and mutual problems of state and national concern.

Ohio Employment and Training Administrators (OETA)
James T. Beshalske, Chair (until August 1985)
c/o Toledo Area Private Industry Council
One Government Center
Toledo, OH 43604
419-245-1530

The purpose of the OETA is to provide a forum for structured interaction among Ohio's Employment and Training professionals and to represent the common interests of Ohio's service delivery areas (SDAs) at the state, regional and national levels. OETA facilitates communication between directors, promotes coordination and information exchange between JTPA management systems, applies for grants, enters into contracts, and plans activities in support of OETA. Membership is made up of service delivery area directors, or their alternates.

Ohio Management Training Institute (OMTI)
2700 East Dublin-Granville Road
Suite 7, Lower Level
Columbus, OH 43229
614-895-7500

Provides management assistance and training to both the public and the private sectors involved in the training and employment of unskilled, unemployed or economically disadvantaged individuals. Acts as a forum for exchange of information, conducts research, maintains a library on training resources, and provides technical assistance to all JTPA-linked offices in Ohio. Funded through the JTPA Division of the Ohio Bureau of Employment Services, it is a non-profit corporation guided by a 16 member Board of Directors representing local employment and training service providers, business organizations, educational institutions and local elected officials.

Ohio Manpower Association (OMA)
Larry Duda, President
Cleveland Public Schools
10600 Quincy Ave.
Cleveland, OH 44106
216-229-3850

Concerned with JTPA and/or any other manpower legislation. Promotes maximum benefit of manpower programs. Enhances and enriches the professional growth and technical competence of members through the furthering of education and career objectives. Provides for the exchange of ideas and the dissemination of information which is of concern to its members. Publishes Newsletter, quarterly. Meets quarterly.

RECOMMENDED READING

Celeste, Richard F. Fighting Back/Rebuilding Together. State of the State Address delivered by Governor Richard F. Celeste, January 16, 1985.

Chamber of Commerce of U.S.A. The New Job Training Partnership Act: A Primer for Business, Chambers of Commerce, Trade and Professionals Associations. The Chamber, June 1983.

Children's Defense Fund. The JTPA Monitoring Guide. Children's Defense Fund (122 C Street, NW, Washington, DC 20001), 1984.

Employment and Training Reporter. Weekly review published by The Bureau of National Affairs.

Guttman, Robert. "Job Training Partnership Act: New Help for the Unemployed," Monthly Labor Review, March 1983, pp. 3-10.

Institute of Lifetime Learning. Training Older Persons for Employment; The Job Training Partnership Act. American Association for Retired Persons, 1983.

Ohio Job Training Coordinating Council. Meeting the Challenge; Report to the Governor. Ohio Bureau of Employment Services, 1985.

Ohio Management Training Institute. Job Training Partnership Act and Federal Regulations. OMTI, n.d.

Robinson, Camille, and Van Daniker, Relmond. "Financial Management Issues in the Job Training Partnership Act," State Government, Spring 1985, pp.2-6.

U.S. Senate, Committee on Labor and Human Resources. Subcommittee on Employment and Productivity. Preliminary Oversight on the Job Training Partnership Act. 98th Congress, 2d Session, Committee Print 98-264. Government Printing Office, 1984.

OLDER WORKER POLICY: CONGRESSIONAL COMMITTEES

One of the primary functions of Congress is to make laws. Each chamber of the House and the Senate shares this responsibility. To understand how aging policies are developed, we present here the major congressional committees which have jurisdiction over matters relating to the needs of older Americans and their concerns with work and retirement.

The Select Committee on Aging in the House and the Special Committee on Aging in the Senate are oversight and advocacy committees. Both are authorized to study and report on the special needs and problems of older Americans. They often propose and lobby new legislation as well as other types of policy changes. In this manner each committee serves as an inhouse advocate for the aging, something a standing committee may not do. The Senate Committee was formed in 1961, and is chaired by Senator John Heinz of Pennsylvania. The House Committee was created in 1974, and is chaired by Representative Edward Roybal of California.

The major legislative committees in the House concerned with older workers are Education and Labor (Older Americans Act), Energy and Commerce (Health-Medicaid), and Ways and Means (Social Security and Medicare). In the Senate, the Committee on Labor and Human Resources is responsible for the Older Americans Act and also the labor and employment legislation, especially legislation on training for aging workers.

Both the Select Committee on Aging and the Special Committee on Aging are ad hoc and not standing committees. Proposals that emerge from these two committees must be submitted to one of the major legislative committees for legislative action and enactment.

CONGRESSIONAL COMMITTEES CONCERNED WITH JTPA AND AGING

House Select Committee on Aging
House Office Building, Annex 1-Room 712
Washington, DC 20515
202-226-3375

Serves primarily as a fact finding body which investigates the problems and needs of the elderly and acts in an advisory capacity to those committees which act upon bills affecting the elderly. Publishes a list of hearings and studies.

House Select Committee on Aging
Subcommittee on Retirement Income and Employment
House Office Building, Annex 1-Room 714
Washington, DC 20515
202-226-3335

Studies and makes recommendations on private and self-employed pension plan legislation, and on legislation and Federal programs in the areas of age discrimination, compensation, and unemployment. Oversees Title V of the Older Americans Act. Serves primarily as a fact finding body which investigates the problems and needs of the elderly and acts in an advisory capacity to those committees which act upon bills affecting the elderly.

Senate Special Committee on Aging
Dirksen Senate Office Building, G33
Washington, DC 20510
202-224-5364

Studies and makes recommendations on delivery of services and other problems of the aging, and on private and self-employed pension plan legislation and mandatory retirement. Studies and makes recommendations on legislation and federal programs in the areas of age discrimination, compensation, and unemployment; oversees Older Americans Act programs. Publishes Developments in Aging, annually, containing a wealth of information on recent developments, drawing upon committee hearings, statements of committee members and department and agency studies. You may receive a copy by submitting a request in writing.

Senate Labor and Human Resources Committee
Dirksen Senate Office Building-428
Washington, DC 20510
202-224-5375

Has jurisdiction over labor and employment legislation, specifically legislation on manpower training programs for aged workers.

Senate Labor and Human Resources Committee
Subcommittee on Employment and Productivity
Hart Senate Office Building-607
Washington, DC 20510
202-224-6306

Has jurisdiction over public and full employment legislation, specifically over manpower training legislation, including legislation on apprenticeship programs, on-the-job training, rural manpower, and migrant farm workers. Request Committee Print 98-264, "Preliminary Oversight on the Job Training Partnership Act," 1984.

Senate Labor and Human Resources Committee
Subcommittee on Labor
Hart Senate Office Building-608
Washington, DC 20510
202-224-5546

Has jurisdiction over pension plan and retirement income security legislation.

House Education and Labor Committee
2181 Rayburn House Office Building
Washington, DC 20515
202-225-4527

Jurisdiction over labor and employment legislation.

House Education and Labor Committee
Subcommittee on Employment Opportunities
B346A Rayburn House Office Building
Washington, DC 20515
202-225-1927

Jurisdiction over public and full employment legislation, specifically manpower training legislation including legislation on apprenticeship programs, on-the-job training, and rural manpower.

House Education and Labor Committee
Subcommittee on Human Resources
2178 Rayburn House Office Building
Washington, DC 20515
202-225-1850

Jurisdiction over legislation on manpower programs for aged workers.

RECOMMENDED READING

National Association on State Units on Aging. An Orientation to the Older Americans Act. The Association, 1982.

U.S. House, Committee on Aging. Federal Programs Benefiting the Elderly: A Reference Guide. Government Printing Office, 1983.

U.S. Senate, Committee on Labor and Human Resources, Subcommittee on Employment and Productivity. Preliminary Oversight on the Job Training Partnership Act. Government Printing Office, 1984.

U.S. Senate, Special Committee on Aging. The Cost of Employing Older Workers. Government Printing Office, 1984.

U.S. Senate, Special Committee on Aging. Developments in Aging. Government Printing Office, 1985.

U.S. Senate, Special Committee on Aging and the American Association of Retired Persons. Aging America; Trends and Projections. American Association of Retired Persons, 1984.

EMPLOYMENT POLICY AND RESEARCH

The demographic trend of an aging population has created a labor force that is becoming middle-aged. At the older end of the work force there is early retirement. The majority of individuals retiring and claiming Social Security benefits are age 62. At the younger end of the labor force there is a reduction in the number of young entry-level workers as the "baby-boomers" move into middle-age (people born between 1946-1961). From 1985 to 1990 workers aged 25-54 will be the fastest growing segment of the labor force.

Few older people continue working after age 65 due to stipulations of Social Security and private pension systems. This is just one of the policies both private and public that has encouraged older workers to drop out of the labor force. During the Depression, when the number of jobs were limited, it was necessary to find a way for older workers to step aside for younger workers. Private companies also had in place hiring, training, and benefit policies that encouraged younger workers and discouraged older workers.

Now these policies are being reassessed. Public welfare, health expenditures, and housing assistance can all be reduced if older workers maintain their self-sufficiency. Workers who stay in the labor force continue to contribute to state and local taxes. Also, both public and private employers are beginning to see the older worker as a valuable human resource that is stable, productive, and available.

Listed here are organizations and agencies which are examining the old policies and recommending the new. Regulation and deregulation, tax policy changes, program innovation, administrative reform, collaboration of public and private sector, self-help programs, and public sector advocacy are suggested tools for the public sector; and modification of employment policies, redirected investment strategies, corporate philanthropy and leadership are suggested tools for the private sector.

Nonprofit, policy research associations (such as American Enterprise Institute, and Urban Institute), professional and trade associations (such as The Conference Board), and private, for profit agencies (such as the Bureau of National Affairs), and lobby and advocacy groups (such as the Chamber of Commerce and National Association of Manfacturers) all contribute to a wealth of resources concerning the many issues surrounding the older worker.

POLICY AND RESEARCH ORGANIZATIONS: GENERAL

American Enterprise Institute for Public Policy Research
1150 17th Street, NW
Washington, DC 20036
202-862-6410

Research and educational organization created to assist policy makers, scholars, businessmen, the press and the public by providing objective analyses of national and international issues. Maintains the Project on Social Security and Retirement Policy. Studies economic problems connected with the Social Security system and its interrelationship with private pension systems. Publishes Economist, monthly, and Public Opinion, bimonthly.

Bureau of National Affairs, Inc. (BNA)
1231 25th Street, NW
Washington, DC 20037
202-452-4200

A private organization which publishes legal, labor, economic, environmental and safety information for business and professional use. BNA's labor information services include Employment and Training Reporter, a weekly review of manpower developments.

Chamber of Commerce of the United States
Community Resources and Development
1615 H Street, NW
Washington, DC 20062
202-463-5519

Represents the business community in the formulation of policy regarding education, and employment and training programs. Its National Productivity Center serves as an information clearinghouse and conducts research studies on work quality and productivity-related issues.

Ohio Chamber of Commerce
17 South High Street, 8th Floor
Columbus, OH 43215
614-228-4201

The Ohio Chamber publishes Directory; Chambers of Commerce in Ohio.

The Conference Board, Inc.
845 Third Avenue,
New York, NY 10022
212-759-0900

Independent, not-for-profit research institution with facilities in the U.S., Canada and Europe. Produces scientific studies of management and economics to assist leaders of business, government, labor and other institutions in arriving at sound decisions. Provides research reports, personalized information services and access to a variety of meetings. One of its most important activities is analyzing the data from the Census Bureau's annual demographic file. It recently has predicted that close to two-thirds of the entire growth in the labor force in the 1980s will be accounted for by women.

Manpower Analysis and Planning Society (MAPS)
c/o SMC
1776 Massachusetts Ave., NW
Washington, DC 20036
202-467-4325

Provides an independent and interdisciplinary forum for the discussion of manpower-related topics and serves as a regular meeting ground for manpower professionals involved in government, industry, universities, and other organizations. Deals with technical and policy topics in such areas as: national, regional and local labor force analyses, surveys and projections, manpower and employment development, and policy studies. Publishes MAP, a monthly newsletter, and annual Directory.

National Alliance of Business (NAB)
1015 15th Street, NW
Washington, DC 20005
202-457-0040

A coalition of executives from industry, government and organized labor working to solve the problem of structural unemployment throughout the nation. Services private industry councils to stimulate private sector involvement in job placements, and employment and training programs. Maintains speaker's bureau and data base; compiles statistics; conducts research programs. Publishes Business Currents, biweekly; Work America, monthly; Cluster Newsletter, quarterly, and other series, reports, manuals and guides. NAB Clearinghouse Quarterly has featured innovative strategies for marketing JTPA to employers.

National Association of Manufacturers
Human Resources and Equal Opportunity Committee
1776 F Street, NW
Washington, DC 20006
202-626-3795

Represents industry's views on national and international problems to government. Affliated with 150 local and state trade associations. Publishes Enterprise monthly; also a directory, reports, bulletins and legal studies. Disseminates information pertaining to the Job Training Partnership Act.

Ohio Manufacturers Association
100 East Broad Street
Columbus, OH 43215
614-224-5111

National Commission for Employment Policy (NCEP)
1522 K Street, NW
Washington, DC 20005
202-724-1545, 724-1553 or 1571

An independent Federal agency, mandated to advise the President and Congress on national employment and training issues. The Commission was established by the Comprehensive Employment and Training Act (CETA) of 1973 and was reauthorized by JTPA of 1982. Under JTPA, the Commission is responsible for examining broad issues of development, coordination, and administration of employment and training programs. Publishes reports, including 15 recent studies examining policies and programs that have an impact on older workers. Also published in 1984 A Practitioner's Guide for Training Older Workers.

National Council on Employment Policy
1730 K Street, NW
Washington, DC 20006
202-833-2532

An employment training research organization of labor scholars, academicians and practitioners organized to conduct analysis and research on policies, particularly to offer advisory services to congressional leaders and Federal government manpower policy officials.

National Institute for Work and Learning
1302 18th Street, NW, #501
Washington, DC 20036
202-887-6800

Founded in 1971, this public policy research organization represents corporate representatives, educators, labor and government officials concerned with providing a better mix of education and work throughout Americans' lives. Goals include development and implementation of education-work policy and rational integration of education, manpower and economic policy. Promotes educational programs for employees in their middle and senior years. Publishes monographs, books and brochures.

National Institute on Aging, Work and Retirement
c/o National Council on the Aging
600 Maryland Avenue, SW, West Wing 100
Washington, DC 20024
202-479-1200

Founded in 1968 to promote opportunities for middle-aged and older workers. Provides information and technical assistance to workers seeking employment and preparing for retirement. Sponsors seminars and workshops. Conducts research on work and retirement behavior and attitudes. Publishes Journal on Aging and Work.

National Policy Center on Employment and Retirement
Andrus Gerontology Center
University of Southern California
University Park
Los Angeles, CA 90089-0191
213-743-2761

This program will be discontinued after July 1985, but you may request their publications list.

W. E. Upjohn Institute for Employment Research
300 South Westnedge Avenue
Kalamazoo, MI 49007
616-343-5541

The Institute is the major activity of the W.E. Upjohn Unemployment Trustee Corporation, a private nonprofit organization formed in 1932. Research is conducted by the staff and others, and reports are published. Studies are problem-oriented and currently deal with employment and unemployment, unemployment insurance, methods for manpower analysis, and local studies. Maintains job training program for disadvantaged in on-the-job training by contract with Kalamazoo County. Publishes national and local reports.

Work in America Institute, Inc.
700 White Plains Road
Scarsdale, NY 10583
914-472-9600

A nonprofit organization founded in 1975 to advance productivity and the quality of working life, thus contributing to the economic and social well-being of the nation. Drawing from a broad base of support in all sectors of the work community, the Institute acts as a clearinghouse for information and as a source of assistance for all concerned with the world of work. Published a major policy study, The Future of Older Workers in America; New Options for an Extended Working Life, 1980.

The Urban Institute
2100 M Street, NW
Washington, DC 20037
202-223-1950

A research organization dealing with urban problems. Interests include states' use of reprogrammed Federal funds and delivery of social services to specific groups, such as the aging. Recommends retirement policy, income, and community-based services for the aged. Studies the effects of inflation and current Federal programs on recipients of government assistance. Publishes Policy and Research Report, 3 times a year.

POLICY AND RESEARCH ORGANIZATIONS ADDRESSING WOMEN'S ISSUES

Center for Women Policy Studies
2000 P Street., NW, Suite 508
Washington, DC 20036
202-872-1770

Purpose is to educate the public and policymakers regarding changes in the legal and economic status of women. Conducts studies on such issues as credit discrimination against women, occupational segregation, sex discrimination in Social Security and employment, legal-financial problems of the divorced or widowed homemaker, rape victim assistance, problems facing midlife and older women, and violence against women. Publishes reports, articles, papers. bibliographies and books.

Committee on Women's Employment and Related Social Issues
c/o National Research Council
2101 Consitution Ave., Rm JH852
Washington, DC 20418
202-334-2000

Analyzes research related to women's employment in areas of job segregation, social security and retirement, vocational education and employment, training, etc; identifies areas needing research; assesses the impact of Federal policies and programs related to women's employment. Publishes irregular reports.

Congressional Caucus for Women's Issues
2471 Rayburn House Office Building
Washington, DC 20515
202-225-6740

Bipartisan legislative service organization of the U.S. House of Representatives with the goal of improving the status of women. Focuses on equal treatment of women with regard to Social Security, Federal and private pensions, insurance, child support, and a recognition of the economic contributions and needs of all women. Publishes Update, monthly during Congressional sessions (can be obtained through member of Congress).

National Commission on Working Women
2000 P Street, NW, Suite 508
Washington, DC 20036
202-872-1782

Organization of individuals representing business, labor, Congress, education, media, and working women. Focus is on the needs and concerns of non-professional and non-managerial women in the workforce who are concentrated in low paying, low status jobs in service industries, clerical occupations, retail stores, factories, and plants. Publishes project reports on topics such as age discrimination.

National Congress of Neighborhood Women
249 Manhattan Ave.
Brooklyn, NY 11211
212-388-6666

Low and moderate income women from diverse ethnic and racial backgrounds united to bring about neighborhood stabilization and revitalization. Focus is on issues affecting low income women, such as employment, education, family values, and building leadership skills. Publishes Neighborhood Women Network News, quarterly; Leadership Training Manual, and Neighborhood Women.

National Council for Research on Women
Sara Delano Roosevelt Memorial House
47 E. 56th St.
New York, NY 10021
212-570-5001

National network of 40 scholarly organizations representing the academic community, policymakers, and others interested in women's issues. Provides policy analysis, and conducts research on gender issues. Operates the National Council Data Base Project. Facilitates collaborative research among members on women and work. Has published a detailed directory of the activities of its members, and a thesarus of indexing terms for women's research.

Wider Opportunities for Women (WOW)
1325 G Street, NW, Lower Level
Washington, DC 20005
202-638-3143

Founded in 1964 to expand employment opportunities for women through information, employment training, and advocacy services. Operates Nontraditional Work Programs to train and place economically and educationally disadvantaged women in entry level skilled technical jobs. Monitors current policies to increase the priority given to employment needs of women. Provides information to congressional staffs. Publishes Connections, newsletter; analyses of JTPA and The Carl Perkins Act.

Women and JTPA Coalition
c/o Wider Opportunities for Women
1325 G Street, NW
Washington, DC 20005
202-638-3143

A Washington based Coalition of national groups concerned about the impact of JTPA on women. Has reviewed and analyzed the governors' coordination plans. Plans to monitor the programs and to survey its membership to identify good JTPA-funded programming models for women.

RECOMMENDED READING

Copperman, Lois F., and Keast, Frederick D. Adjusting to an Older Work Force. Van Nostrand Reinhold, 1983

Gollub, James O. Older Worker Employment Comes of Age: Practice and Potential. SRI International, 1984.

Kieffer, Jarold A. Gaining the Dividends of Longer Life; New Roles for Older Workers. Westview Press, 1983.

Parnes, Herbert S., ed. Policy Issues In Work and Retirement. W.E. Upjohn Institute, 1983.

Rhine, Shirley H. America's Aging Population: Issues Facing Business and Society. Conference Board, 1980.

Rhine, Shirley H. Managing Older Workers: Company Policies and Attitudes. Conference Board, 1984.

Soldo, Beth J. America's Elderly in the 1980s. Population Bulletin, Vol. 35, no. 4, November 1980.

Women, Work and Age: Policy Challenges. (Conference Proceedings) Institute of Gerontology, University of Michigan, 1984.

Work in America Institute. The Future of Older Workers in America: New Options for an Extended Working Life. Work in America Institute, 1980.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

Until the enactment of the Job Training Partnership Act (JTPA) in 1982 with its 3 percent set-aside for older workers, the major response to employment problems of the elderly had been through Title V of the Older Americans Act, managed by the U.S. Department of Labor, and known as the Senior Community Service Employment Program.

Title V has three primary objectives: 1) to provide part-time employment for low-income persons, 55 and over, 2) to enhance the general welfare of a community by bolstering its human services capacity, and 3) to encourage the transition of older workers to the unsubsidized job market through training, job finding, and counseling.

Funds are allocated to the states (22 percent of the total) and to eight national contractors (78 percent of the total).

Listed here are the national contractors, a description of their purpose and activities, and the Ohio offices of these contractors who administer the programs at the local level. The Ohio Department of Aging administers the state's share.

Ohio Department of Aging
Lee Matson, Senior Employment Administrator
Senior Community Service Employment Program
50 West Broad, 9th Floor
Columbus, OH 43266-0501
614-466-7083, 466-5500

The Ohio Department of Aging administers matters pertaining to services and activities for the elderly including Federal Older Americans Act programs. It receives 22% of the Title V funds for Ohio, and places low-income elderly in employment in all 88 counties of the state. The ODA SCSEP also coordinates its efforts with the national sponsors who have offices in the state, and with Ohio Bureau of Employment Services and the older worker programs of Ohio's Job Training Partnership Act.

American Association of Retired Persons (AARP)
Glenn L. Northup, National Project Director
1909 K Street NW
Washington, DC 20049
202-728-4623

AARP seeks to improve every aspect of living for older people. Provides insurance, discounts, community service programs, retirement planning, pharmacy services, and senior employment.

Senior Community Service Employment Program (AARP)
Peter Pasco, Project Director
Provident Bank Building
Room 819
7th and Vine Street
Cincinnati, OH 45202
513-721-0717

Senior Community Service Employment Program (AARP)
Judy McClain, Project Director
1110 Euclid Avenue
Cleveland, OH 44115
216-566-9956

Senior Community Service Employment Program (AARP)
Phyllis Anderson, Project Director
1393 E. Broad Street
Columbus, OH 43205
614-252-0120

Senior Community Service Employment Program (AARP)
Kay Reitz, Project Director
Salvation Army Building, 2nd Floor.
1001 Ninth Street
Portsmouth, OH 45662
614-354-6630

Senior Community Service Employment Program (AARP)
Allin Sharp, Project Director
Belmont Committee on Aging Building.
Homeside Addition, Rt. 9 South
St. Clairsville, OH 43950
614-695-9503 and 04

Senior Community Service Employment Program (AARP)
Mary Livingston, Project Director
428 Market Street
Steubenville, OH 43952
614-282-0928

Asociacion Nacional Pro Personas Mayores
Executive Director
2727 West Sixth Street Suite 270
Los Angeles, CA 90057
213-487-1922

Activities are concentrated in the Southwest. There are no programs sponsored in Ohio. Does provide technical assistance to other groups working with Hispanic older workers.

Green Thumb, Inc.
Alex Olson, National Director
1401 Wilson Blvd., Suite 108
Arlington, VA 22209
703-276-0750

Sponsored by the National Farmers Union primarily through funding by the U.S. Department of Labor. Provides job placement services and part-time community service employment for unemployed persons 55 years or older in energy conservation, food production, outdoor beautification, transportation, home repair, nutrition, preservation of historical sites, day care, fire prevention, crime control, park development and senior centers.

Green Thumb, Inc.
George Sprague, Director Ohio Unit
P.O. 366
Ottawa, OH 45875
419-523-4305

National Caucus and Center on Black Aged (NCCBA)
Larry Crecy, Vice President for Administration & Operations
1424 K Street NW, Suite 500
Washington, DC 20005
202-637-8415 & 8460

Seeks to enhance the quality of life for aging Americans, particularly Blacks. Advocates changes in federal and state laws, sponsors employment programs involving 1500 older persons in 11 states. Owns and manages rental housing. Conducts training and intern programs in gerontology and housing management.

Senior Community Service Employment Program (NCCBA)
Joyce Morrow, Program Coordinator
1276 West Third Street, Suite 621
Cleveland, OH 44113
216-781-9197

National Council of Senior Citizens (NCSC)
Ernest Post, Deputy Director
Senior Aides Program
1511 K Street NW
Washington, DC 20005
202-347-800 x336

Organization of 4000 autonomous senior citizens clubs, associations, councils and other groups with a combined membership of over 4 million. Education and action group.

Senior Workers Action Program (NCSC)
Paul Magnus, Project Director
576 Diagonal Road
Akron, OH 44320
216-253-4597

Senior Employment Program (NCSC)
Miss Lisa Hinckley, Project Director
United Way of Ashtabula County
Human Services Center, P.O. Drawer 1068
Ashtabula, OH 44004
216-998-4141

Senior Employment Program (NCSC)
Mrs. Wilma Jackson, Project Director
Senior Citizens Center of the Greater Dayton Area
105 South Wilkinson Street
Dayton, OH 45402
513-223-8246

Senior Employment Program (NCSC)
Mrs. Ramona A. Hadley, Project Director
Columbiana County Mental Health Clinic
40722 State Route 154
Lisbon, OH 44432
216-424-9573

Senior Employment Project (NCSC)
David Brightbill, Project Director
Community Action Program Corporation
of Washington-Morgan Counties, Ohio
P.O. Box 144
243 Front Street
Marietta, OH 45750
614-373-3745

Senior Employment Project (NCSC)
Mrs. Pearl Hill, Project Director
Youngstown Area Community Action Council
934 Oak Street
Youngstown, OH 44506
216-747-7921

National Council on the Aging (NCOA)
Donald L. Davis, National Director, SCSEP
600 Maryland Avenue SW, West Wing 100
Washington, DC 20024
202-479-1200

Cooperates with other organizations to promote concern for older people and develop methods and resources for meeting their needs. Provides a national information and consultation center, holds conferences, workshops, demonstration programs, and training and placement programs. Maintains the National Institute on Aging, Work and Retirement. Has special committees on needs of the older woman and minorities. Has developed a demonstration project to test training models for helping older workers obtain employment.

Senior Job Registry (NCOA)
Ellie Crews, Project Director
Council on Aging of the Cincinnati Area
601 Provident Bank Bldg.
7th & Vine Streets
Cincinnati, OH 45202
513-721-1025

Senior Community Service Employment Program (NCOA)
Alice Goshen, Project Director
Lorain County Community Action Agency
3553 Broadway
Lorain, OH 44055
216-244-3178

Senior Community Service Employment Program (NCOA)
Erciele Oglesby, Project Director
Erie-Huron Counties Community Action Commission
908 South Depot
Sandusky, OH 44870
419-625-7180
(After July 1 will be affiliated with NCCBA)

Senior Community Service Employment Program (NCOA)
Carrington Thomas, Project Director
Department of Community Development
Division of Human Resources
One Government Center Suite 1800
Toledo, OH 43604
419-245-1400
(After July 1 will be affiliated with NCCBA)

National Urban League, Inc. (NUL)
Janet Zobel, National Director
500 East 62nd Street
New York, NY 10021
212-664-6720

Volunteer, non-partisan community service agency which aims to eliminate racial discrimination in the U.S. and to help Blacks and economically disadvantaged groups.

Senior Community Service Employment Program (NUL)
Pamela Shields, Project Director
Columbus Urban League
700 Bryden Road
Columbus, OH 43215
614-221-0544

Senior Community Service Employment Program (NUL)
Bill Springer, Project Director
Dayton Urban League
184 Salem Avenue, Room 200
Dayton, OH 45402
513-225-3131

Senior Community Service Employment Program (NUL)
Laura Lumsden, Project Director
Youngstown Area Urban League
312 North Walnut Street
Youngstown, OH 44505
216-743-7486

USDA Forest Service
Leon Anderson, Director
Human Resource Programs
Room 21178 Auditor's Building
P.O. Box 2417
Washington, DC 20013
202-382-1690

Operates the Youth Conservation Corps and Volunteers in the National Forests programs. Participates with the Department of Labor in Forestry related human resources programs, including the Job Corps and SCSEP which includes conservation work and training.

Senior Community Service Employment Program (USDA FS)
Clifton E. Moyen, Supervisory Forester
Wayne National Forest
Athens Ranger District
1 Pinchot Place
Athens, OH 45701
614-592-6644

RECOMMENDED READING

"Administrative Issues in Program and Development," in Lester, Brenda, A Practitioner's Guide for Training Older Workers. National Commission for Employment Policy, 1984.

Coombs-Ficke, Susan and Lordeman, Ann. "State Units Launch Employment Initiatives," Aging (No. 343, 1984), pp. 18-21.

"Employment Opportunity Before and After Age 65," Perspective on Aging (Vol. 13, no. 2, 1984), pp. 26-31.

National Council on the Aging. "Facts about NCOA's Senior Community Service Project." NCOA, n.d.

Reesman, Cilla J., Rupp, Kalman, and Mantovani, Richard E. Coordination and Cooperation Between SCSEP and CETA Operations. (Research Report 83-03) National Commission for Employment Policy, 1983.

WORK OPTIONS

Advocates for the aged are calling for an expansion of work options by employers for older people in an effort to increase the employment opportunities. A recent nationwide survey concluded that more than three out of four Americans age 55 and over would prefer a part-time job to full-time retirement. In 1982 47.7 percent of the male workers over 65 were working part-time compared to 5.5 percent of male workers 45-64. Demographic and economic forces may pressure older persons to remain in the work force longer in the near future. (U.S. Department of Labor, Bureau of Labor Statistics)

The motivation to work part-time rather than retire is strongest among those who need to work for financial reasons, those who fear or dislike retirement, and those who have a strong commitment to their career or employer. Sixty three percent of older workers are employed in clerical sales, service and professional jobs, and these fields use part-time employees.

If an increase in the labor-force participation of older workers is desirable because of the economic and demographic pressures, then availability of a variety of employment options, particularly part-time, will be the key to keeping older workers in the work force longer or rehiring them after they have retired. The following options are suggested:

JOB SHARING--one full-time job is shared by two workers

PHASED RETIREMENT--a part-time work schedule allows for a gradual reduction in work hours, generally over a two or three year period

LABOR OR ANNUITANT POOLS--interested retirees are offered positions in a company pool used for professional, technical, and secretarial services

JOB REDESIGN--tasks being performed on a given job are changed for an employee having difficulty meeting the physical or mental demands of the job

JOB TRANSFER--option to transfer from the current position to a less demanding job instead of retiring

JOB RETRAINING OR TRAINING--help for workers who need to update their skills or prepare for new careers

CONTRACT EMPLOYMENT--short-term, part-time work or commission-only opportunities for older workers who already receive their basic income from public and/or private pension benefits

PERMANENT PART-TIME--mature workers with good work habits are hired to provide desirable role models for younger workers

VOLUNTARILY REDUCED WORK HOURS--a time/income trade off arrangement

REHEARSAL RETIREMENT--employees may take an unpaid leave of absence to test how they will like retirement, usually a period of 3 months

SABBATICAL/LEAVE OF ABSENCE--time away from the job and usual responsiblities to pursue other interests

FLEXTIME--employees may choose their starting and stopping times, but must be present during a core period of the day for a previously agreed-on number of hours

COMPRESSED WORK WEEK--work is compressed to less than a 5 day work week

SKILLS/JOB BANKS--retirees fill in for permanent workers who are on vacation or leave

COTTAGE INDUSTRY--work is completed at one's home rather than at a traditional work site

TELECOMMUTING--employees work off site while linked to the office electronically with a computer

If projections of future demand for older workers hold true, there will need to be considerable expansion of alternative work arrangements. The following organizations can assist in finding information.

American Association of Temporary and Contract Employees
1621 19th St., NW
Washington DC 20009
202-332-0261

Membership consists of temporary, contract, and freelance personnel and the temporary help service companies that employ them. Purpose is to promote a better understanding of the temporary help industry. Provides members with benefits and services usually available only to those in traditional permanent positions. Lobbies, sponsors seminars, organizes competitions and bestows awards. Publishes Tempo, bimonthly.

Association of Part-time Professionals
Flow General Bldg.
7655 Old springhouse Road
McLean, VA 22102
703-734-7975

Promotes employment opportunities for qualified men and women interested in part-time professional positions. Primary goals are to upgrade the status of part-time employment by providing a professional association that represents and speaks for all part-timers, job-sharers, free-lancers, and consultants. Publishes Newsletter, quarterly.

Homeworkers Organized For More Employment (HOME)
Route 1
Orland, ME 04472
207-469-7961

Individuals who produce home crafts for income. Primary purpose is to provide supplemental income for low-income families through sale of their crafts through HOME's retail, catalog, and wholesale departments. Offers counseling and crisis intervention services; publishes This Time, bimonthly newsletter, and catalogs.

National Council for Alternative Work Patterns
1925 K Street, NW
Washington, DC 20006
202-466-2620

Resource and research center that provides information through conferences and publications on flexible ways of work scheduling and reduced work-hour programs.

New Ways to Work
149 Ninth Street
San Francisco, CA 94103
415-552-1000

Provides information, training, and back-up support to individuals and organizations interested in new work options. Promotes the concepts of flextime, compressed work weeks and job sharing to satisfy the requirements of people who want and need career-oriented permanent part-time work. Offers technical assistance, including problem analysis and assistance in program facilitation for employees, employers, or unions interested in implementing job sharing. Publishes a quarterly Newsletter, reports, studies, and "how to" materials. Member of National Network for Worktime Options.

Working Women Education Fund
1224 Huron Road
Cleveland, OH 44115
216-566-1699

Conducts research on the concerns of women office workers. Topics include flextime and job sharing. Conducts public presentations and seminars on request. Compiles statistics; has conducted a national survey on women and stress. Publishes reports.

RECOMMENDED READING

Copperman, Lois F., and Keast, Frederick D. Adjusting to an Older Work Force. Van Nostrand Reinhold, 1983.

Jacobson, Beverly. Young Programs for Older Workers; Case Studies in Progressive Personnel Policies. Van Nostrand Reinhold, 1980.

Jondrow, James M. and others. Older Workers in the Market for Part-Time Employment. National Commission for Employment Policy, 1983.

Knowles, Daniel E., "Keeping Older Workers on the Job: Methods and Inducements," Chapter 5, and Buchmann, Anna Marie, "Maximizing Post-Retirement Labor Market Opportunities," Chapter 6, in Parnes, Herbert S., ed. Policy Issues in Work and Retirement. W. E. Upjohn Institute for Employment Research, 1983.

Paul, Carolyn E. A Human Resource Management Perspective on Work Alternatives for Older Americans. Andrus Gerontology Center, University of Southern California, 1983.

DISPLACED HOMEMAKERS

Displaced homemakers are people who have provided services for their families for a substantial period of time and who, in their middle or later years, return to the labor force because of loss of financial security due to divorce, abandonment, death or disability of a spouse. Many lack skills for the marketplace, but are not eligible for Social Security because of their age or they don't qualify from their spouses' accounts.

Program Options, the first national training conference on displaced homemakers, was held in Baltimore in October 1978. Called by the Older Women's League Educational Fund, the conference drew nearly 500 participants, including displaced homemakers, service providers, program developers, and agency representatives. The result was a national office with regional organizations in each of the 10 federal regions.

The Displaced Homemakers Network office in Washington estimates that there are approximately 4 million displaced homemakers in the U.S. and that 3 million of them are between the ages of 40 and 64. They report that about 40% of all marriages are ending in divorce.

Senator John Glenn, Governor Richard Celeste and Ohio Department of Aging Director Joyce F. Chapple were among the speakers addressing the special problems facing older women in an October 8, 1984, Special Committee on Aging Hearing. Director Chapplé noted, "As we look at the ways in which being a woman and being older affect the work life, the urgency becomes clear. Action must be taken now if equity between the sexes and the generations is to be a reality in the 21st century."

ORGANIZATIONS REPRESENTING DISPLACED HOMEMAKERS

Displaced Homemakers Network
Lower Level B
1325 G St., NW
Washington, DC 20005
202-628-6767

Displaced homemakers, displaced homemaker services, persons from related organizations and supporters. Fosters development of programs and services for displaced homemakers. Acts as a clearinghouse to provide communications, technical assistance, public information, data collection, legislative monitoring, funding information, and other services. Compiles statistics. Provides referrals, information on research in progress. Publishes Network News, bimonthly; a Displaced Homemaker Program Directory, annually; a program manual, press kit and other items.

Fifty Upward Network
P.O. Box 4714
Cleveland, OH 44126

Middle-aged women who are divorced, widowed, or have never been married. Purpose is to provide support, affirmation, and reinforcement of the personal validity of women as single people. Seeks to educate members in realistic financial/retirement planning. Advocates self-sufficiency. Publishes Newsletter, 10 times a year, and press releases.

National Action Forum for Midlife and Older Women
CED, Social and Behavioral Sciences
SUNY
Stony Brook, NY 11794
516-246-2256

People concerned with upgrading the quality of life for women over 40 years of age. Increases public awareness of the status and needs of women in mid-life and late life. Provides a network and central resource exchange for those in this area. Publishes Hot Flash, quarterly.

National Women's Employment and Education
P.O. Box 959
118 North Broadway, Suite 622
San Antonio, TX 78294
512-433-7577

To assist women of low income, particularly displaced homemakers, to become self-supporting by placing them in private sector jobs and occupational training programs. Publishes Women and Employment (newsletter), semiannually.

Older Women's League (OWL)
1325 G St., NW, Lower Level B
Washington, DC 20005
202-783-6686

Middle-aged and older women and persons of any age who support issues of concern to older women. Maintains the Older Women's League Educational Fund. Publishes Owl Observer, monthly; bulletins and resource list.

Options
215 South Broad Street., 8th Floor
Philadelphia, PA 19107
215-735-2202

Works with management to develop new personnel and recruitment policies, affirmative action programs for women and minorities and career planning, outplacement and professional effectiveness programs for all employees.

Women in Transition
112 South 16th St., 7th Floor
Philadelphia, PA 19102
215-563-9984

Provides services to abused women, and women in divorce, separation and widowhood. Operates a hot line for counseling and information referral. Publishes Stepping Out to Work: A Facilitator's Guide.

OHIO'S CENTERS FOR SERVICES TO DISPLACED HOMEMAKERS

NORTHWEST

Apollo Joint Vocational School
A New Beginning
2225 Shawnee Road
Lima, OH 45806
419-999-3015

Erie-Huron-Ottawa Vocational
Educational (EHOVE)
Joint Vocational School
316 West Mason Road
Milan, OH 44846
419-499-4663

Whitney Joint Vocational
School
A New Beginning
1602 Washington Street
Toledo, OH 43624
419-255-8753

NORTHEAST

Women's Network
The Career Advancement Program
for Displaced Homemakers
39 East Market Street
People's Federal Building
Akron, OH 44308
216-376-7852

Pyramid Career Services
Displaced Homemaker Program
1642 Cleveland Avenue, N.W.
Canton, OH 44703
216-453-3767

Cuyahoga Community College
Metro Campus
Displaced Homemakers' Program
2900 Community College Avenue
Cleveland, OH 44115
216-348-4187

On My Own
Ashtabula County Joint
Vocational school
Route 167
Jefferson, OH 44047
216-576-6015

Columbiana County Joint
Vocational School
Career Development Program
9364 State Route 45
Lisbon, OH 44432
216-424-9561 x33

Buckeye Joint Vocational
School
Displaced Homemakers
545 University Drive
New Philadelphia, OH
216-339-2288

Auburn Career Center
Upward Bound
8140 Auburn Road
Painesville, OH 44077
216-357-7542

Cuyahoga Community College
Western Campus
Displaced Homemaker's Program
11000 Pleasant Valley Road
Parma, OH 44130
216-845-4000 x5091

Trumbull College Joint
Vocational School
Adult Education Department
Focus on the Future Program
528 Educational Highway
Warren, OH 44483
216-847-0503 x205 or x229

Cuyahoga Community College
Eastern Campus
Displaced Homemakers' Program
4250 Richmond Road
Warrensville Township, OH 44122
216-292-2270 or 292-2272

Youngstown City Schools
Skills Training Center
Step-Up Program
25 North Washington Street
Youngstown, OH 44503
216-744-3783 or 747-2649

CENTRAL

Center for New Directions
A Displaced Homemaker Program
51 Jefferson Avenue
Columbus, OH 43215
614-461-6118

Tri-Rivers Joint Vocational School
2222 Marion/Mount Gilead
Marion, OH 43302
614-389-4681

Ohio Central School System
1479 Collins Avenue
Marysville, OH 43040
513-642-1065

SOUTHWEST

Great Oaks Joint Vocational School
Awake
3254 East Kemper Road
Cincinnati, OH 45241
513-771-8810

Butler County Joint Vocational School
New Directions - New Horizons
3603 Hamilton Middleton Road
Hamilton, OH 45011
513-867-5900

Southern State Community College
Your Place
2698 Old State Route 73
Wilmington, OH 45177
513-382-6645

Greene Vocational Joint School
S.C.A.L.E. (Self Challenge - Advance into Life Education)
2960 West Enon Road
Xenia, OH 45385
513-372-6941

SOUTHEAST

Pickaway-Ross Joint Vocational School
Starting a New Life
895 Crouse Chapel Road
Chillicothe, OH 45601
614-642-2550

Tri-County Joint Vocational School
Adult Education
On My Own
Route 1
Nelsonville, OH 45764
614-753-3511

RECOMMENDED READING

Catalyst. When Can You Start? The Complete Job-Search Guide for Women of All Ages. Macmillan Publishing Co., 1981.

Clark, Robert L. Sources of Labor Market Problems of Older Persons Who Are Also Women, Handicapped, and/or Members of Minority Groups. (Research Report 83-05) National Commission for Employment Policy, 1983.

Colman, Vanda. Till Death Do US Part: Caregiving Wives of Severely Disabled Husbands. Older Women's League, 1982.

Displaced Homemaker's Guide to the Carl Perkins Vocational Education Act of 1984. Displaced Homemakers Network, 1984.

JTPA and the Displaced Homemaker. Displaced Homemakers Network, 1984.

National Council on the Aging. The Mature Women in America; a Selected Annotated Bibliography 1979-1982. The Council, 1984.

National Institute on Aging and the National Institute of Mental Health. The Older Woman: Continuities and Discontinuities. (Workshop Report) NIH Publication No. 80-1897. National Institutes of Health, 1980.

Rossi, Alice. ed. Gender and the Life Course. Aldine Publishing Co., 1985.

U.S. Department of Education. Women's Educational Equity Act Program. Resources for Educational Equity. Women's Educational Equity Act Publishing Center, 1985.

U.S. Department of Labor. Women's Bureau. Summary and Analysis of the Job Training Partnership Act (JTPA With Selected Provisions . . .About Employment and Training Opportunities for Women. Women's Bureau, 1982.

Wider Opportunities for Women, Inc. A Guide for Community-Based Women's Employment Programs, Advocates and Individuals, 1983.

HANDBOOKS AND GUIDES FOR PRACTITIONERS SERVING OLDER WORKERS

American Association of Retired Persons. Older Worker Advocacy Initiative Briefing Book (draft). The Association, December 1984.

Background for the job developer/program marketer who needs the facts and stats on perfomance, benefits, incentives, costs, policy and recommendations to promote senior employment.

Barocas, Victor S. Employment and Training of the Mature Worker: A Training Design. The National Council on the Aging, Inc., 1983.

Short-term training curriculum for human resource managers. Focus is the mature worker's job-related needs and practical methods to ensure employment. Contains 5 modules on demographics, behavior, pensions and benefits, training and retraining, alternative work options, the Age Discrimination in Employment Act.

Bauer, Dorothy and Barocas, Victor S. Employment and Training of the Mature Worker: A Resource Manual. The National Council on the Aging, Inc., 1982.

Includes chapters on a variety of topics concerning the older worker, such as demographics, management, traing, costs of employment, work options, and age audits.

Coombs, Susan R., ed. An Orientation to the Older Americans Act. National Association of State Units on Aging, 1982.

A comprehensive overview of the background, history, and legislation concerning the Older Americans Act. Contains useful information on organizations, charts and graphs. Very interesting and attractive.

Gollub, James O. Older Worker Employment Comes of Age: Practice and Potential. National Commission for Employment Policy, 1984.

Prepared for public and private sector organizations concerned with older worker issues. Focuses on key issues affecting older workers such as benefits, work arrangements, access to education, retraining, marketing and placement, and image.

The Handbook on the Aging in the U.S. Greenwood Press, 1984.

Discusses groups of older Americans, such as the retired, widowed, women, veterans, ethnic, special concerns, etc. Gives history and background of the group--its demographic, psychological, and socioeconomic characteristics. Lists organizations, programs, and services.

Humple, Carol and Lyons, Morgan. Management and the Aging Workforce. American Management Association, 1983.

Part of AMA's management briefing series, especially directed to middle managers. Relevant to large and small companies.

Lester, Brenda. A Practitioner's Guide to Training Older Workers. National Commission for Employment Policy, 1984.

A guide to help practitioners design, implement, and evaluate training programs for older workers under Section 124 of JTPA. Sees JTPA practitioners as catalysts for bringing together older workers and private-sector employers. Because of its specific slant on our target group, this was the most helpful guide we looked at.

Moore, Shelley. 32 Million Older Americans--A Handbook for Employers on the Trends, Issues, Law, and Strategies Pertaining to Older Workers Utilization. National Urban League, 1982.

Makes recommendations for employers in the private and public sector in the area of job tasks, job functions and job analysis in part time employment and job sharing for senior workers.

National Caucus and Center on Black Aged. 1985 Senior Employment Program Handbook. The National Caucus, 1984.

A cleverly designed handbook in the form of a calendar. Each month includes reminders of important days, such as "end of pay period," or "submit quarterly in-kind" useful for Title V Older Worker programs. Includes statistics, program requirements, corrective action, enrollee responsibilities, fringes, the sponsors' responsibilities, host agency responsibilities, and check lists.

Older Workers Care! A Guide to Organizing Training Programs for Older Health Care Paraprofessionals. Green Thumb, Inc., n.d. (1985?)

A guide based on the collective experiences of Green Thumb's experimental projects which examines the functional areas of a training program for older workers. Topics include: assessment of community need; coordination among health care providers, training organizations, and older worker program operators; recruitment, assessment and selection; nature of the training; placement and supportive services.

Operation Able. Experience Works How-to Kit. Operation Able (36 South Wabash Avenue, Chicago, IL 60603), 1983

Comprehensive, up-to-date, well organized package of text, handouts, slides and tapes. Excellent graphics. Step by step information on using community services, building a network, and developing programs. An outstanding resource.

Oriol, William E. Getting the Story on Aging; a Sourcebook on Gerontology for Journalists. Brookdale Institute on Aging and Adult Human Development, Columbia University, 1984.

An excellent sourcebook for summarization of facts and ideas on aging. Supplies source identification for further exploration of issues.

APPENDIX

THE ADMINISTRATIVE AGING NETWORK 55

THE NATIONAL AGING NETWORK 56

PLANNING AND SERVICE AREAS IN OHIO 57

FLOW OF FUNDS FOR JTPA 58-59

SERVICE DELIVERY AREAS IN OHIO 60

THE ADMINISTRATIVE AGING NETWORK

The federal organization that makes the Older Americans Act a reality is the Administration on Aging (AoA). AoA is currently placed in the Office of Human Development Services within the Department of Health and Human Services (OHDS/DHHS). The administrative network reaches through the ten regional offices of DHHS to the 57 State Units on Aging (SUAs) and some 665 Area Agencies on Aging (AAAs).

PRESIDENCY
DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF HUMAN DEVELOPMENT SERVICES
ADMINISTRATION ON AGING
Recommends policy, develops regulations to implement the Older Americans Act, allocates and administers OAA budget, grants for research, training, model projects, etc.
REGIONAL OFFICES ON AGING
(10 Regions)
Provide technical assistance to states and monitor state aging programs.
STATE UNITS ON AGING
(57 Jurisdictions)
Coordinate state level activities on behalf of older people, develop and administer the state plans on aging, serve as advocates, provide technical assistance to Area Agencies on Aging
AREA AGENCIES ON AGING
(665)
Develop and implement the area plans on aging, serve as advocates for older people, coordinate with other agencies and organizations in the planning and service areas to develop comprehensive aging service systems, administer Older Americans Act programs within their jurisdictions

Coombs, Susan R., ed. An Orientation to the Older Americans Act. National Association of State Units on Aging, 1982.

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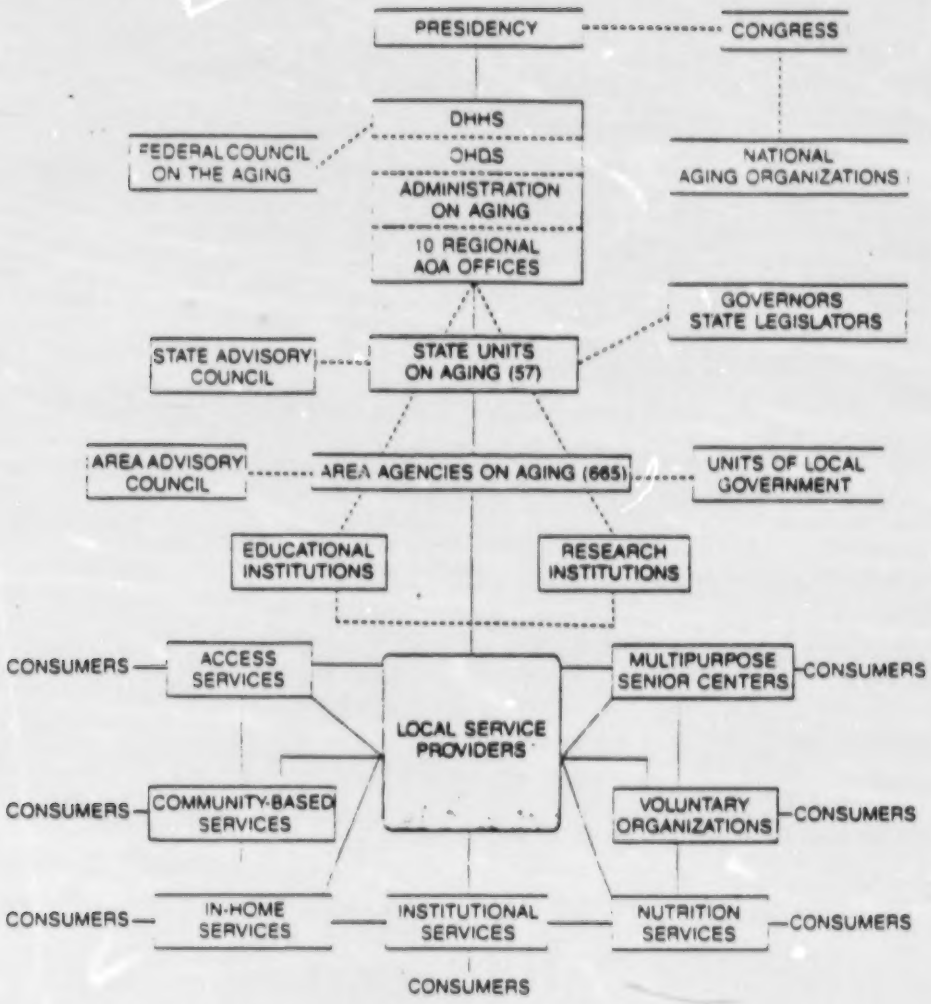
THE NATIONAL AGING NETWORK



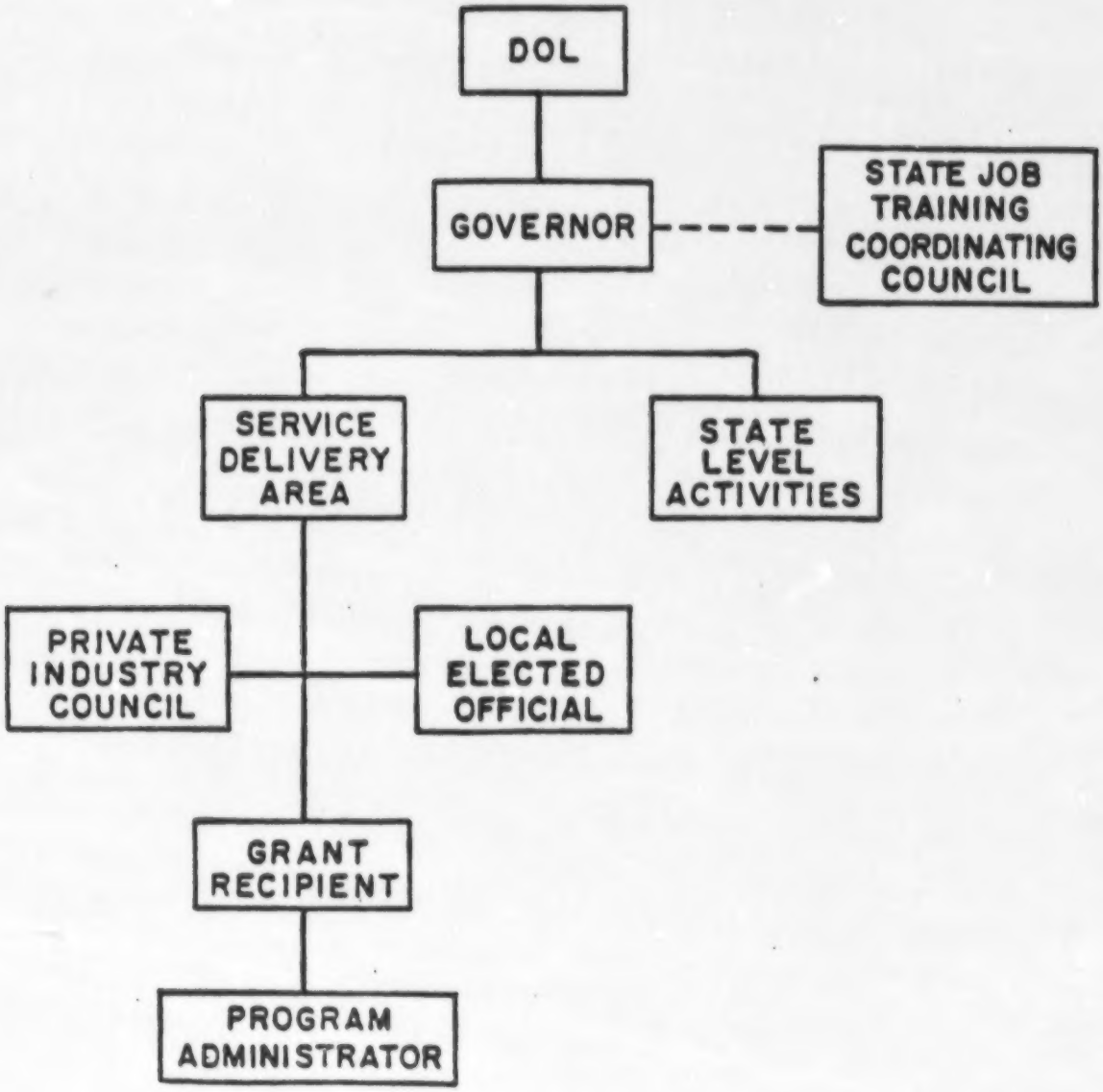
Coombs, Susan R., ed. An Orientation to the Older Americans Act. National Association of State Units on Aging, 1982.

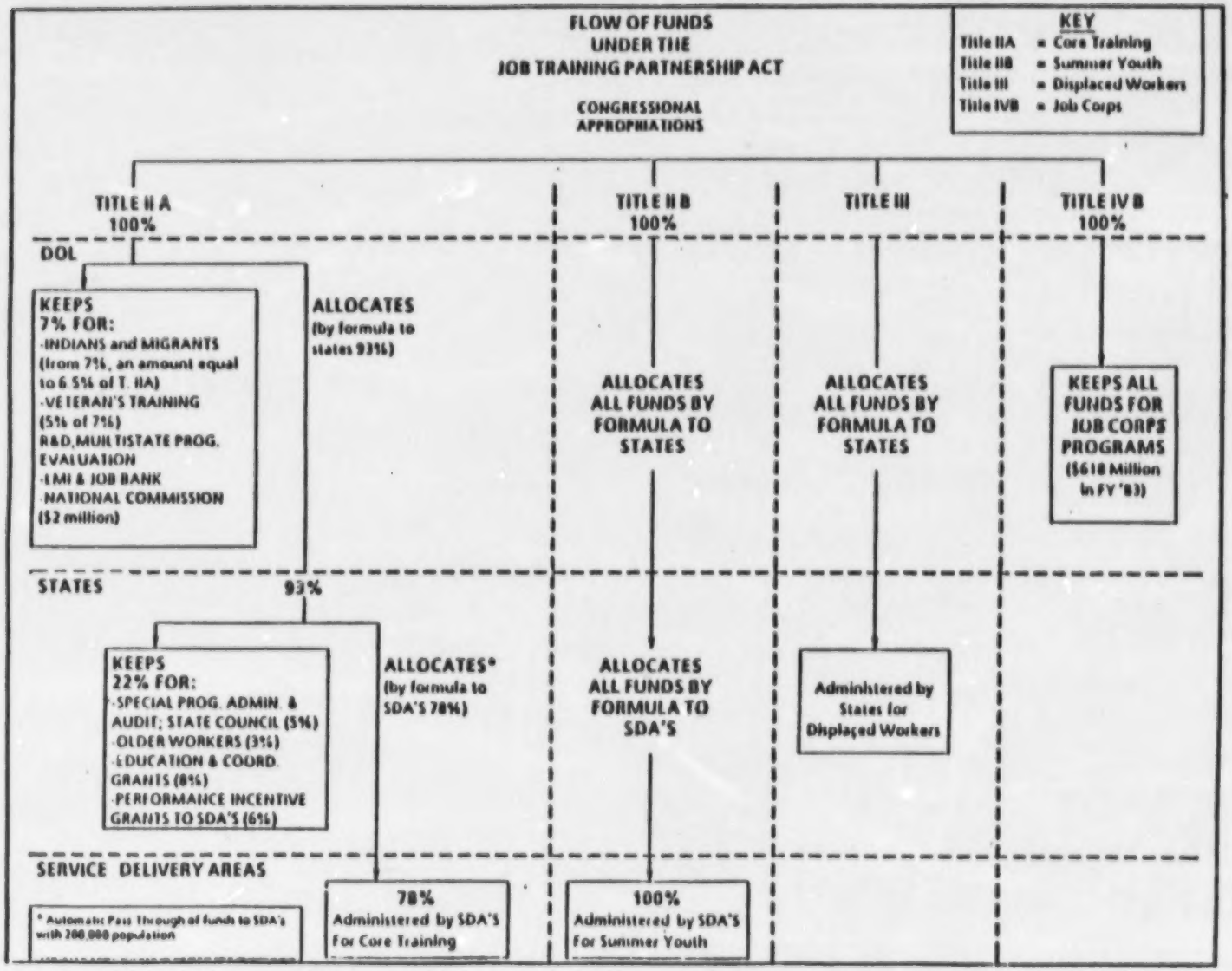
Map of Planning and Service Areas in Ohio

★ Area Agency on Aging

JOB TRAINING PARTNERSHIP ACT

AUTHORITY AND FUNDING FLOW





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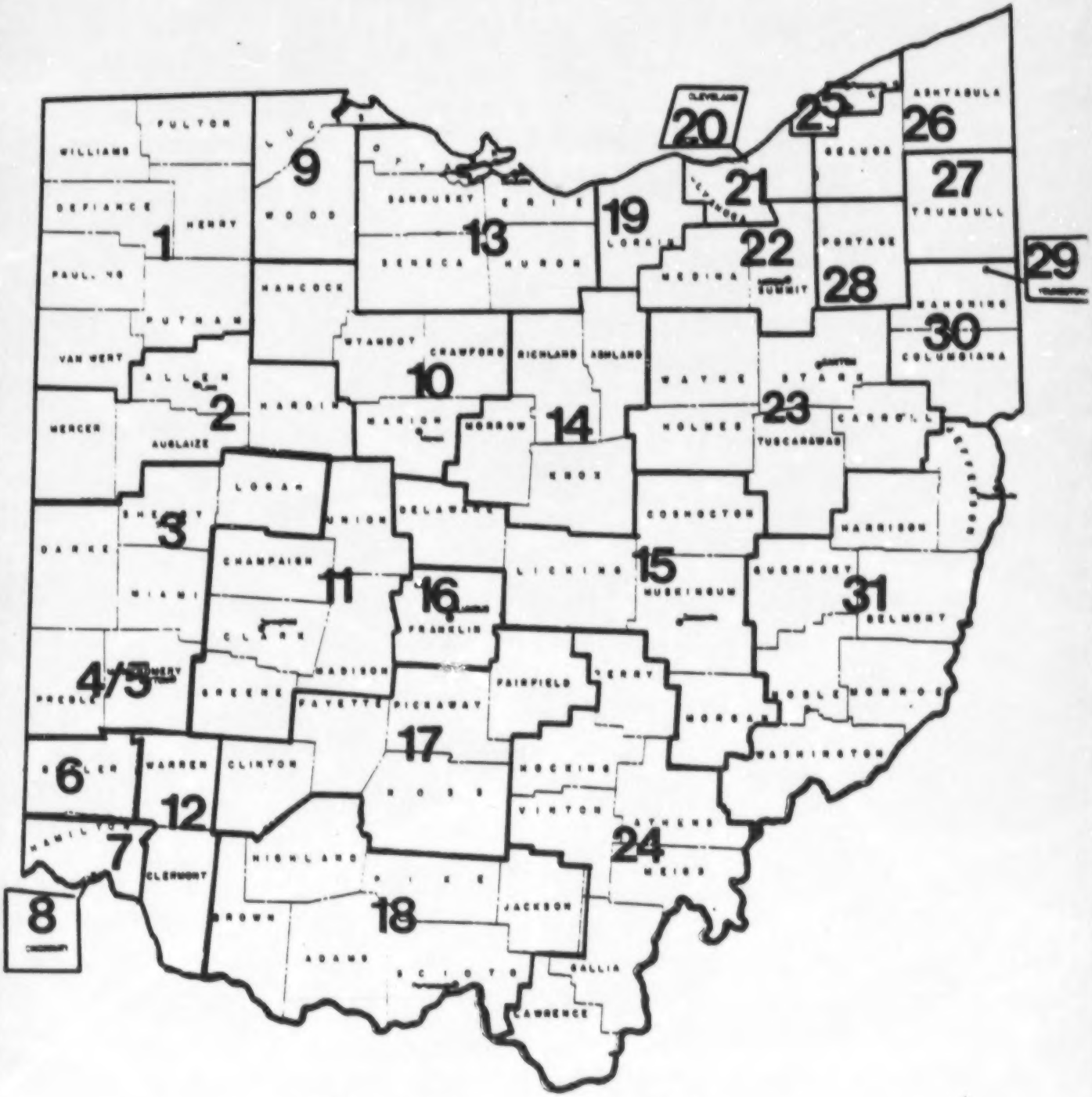
GOVERNOR'S FINAL DESIGNATION OF SERVICE DELIVERY AREAS



Job Training Partnership Act of 1982

5/17/83

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INDEX

Action for Independent Maturity.....7
Administration on Aging.....2
Advisory Council on Aging.....3
Aging in America.....12
Aging Network and Advocacy Groups.....1
Aging Organizations, Leadership Council of.....8
Aging, Administration on.....2
Aging, Advisory Council on.....3
Aging, Area Agencies on.....4
Aging, Center for the Study of.....12
Aging, Federal Council on the.....2
Aging, National Advisory Council on.....2
Aging, National Center on Rural.....12
Aging, National Council on the.....9
Aging, National Institute on.....2
Aging, Ohio Department of.....3, 38
Aging, Ohio Network of Educational Consultants
in the field of.....12
Aging, Work and Retirement, National Institute on.....33
Alternative Work Patterns, National Council for.....46
American Association of Retired Persons.....7, 38
American Association of Temporary and Contract Employees.....45
American Enterprise Institute for Public Policy Research.....30
Area Agencies on Aging.....4
Area Agencies on Aging, National Association of.....5
Area Agencies on Aging, Ohio Association of.....5
Asociacion Nacional Pro Personas Mayores.....10, 39
Association of Part-time Professionals.....45
Association of Training and Employment Professionals.....22

Black Aged, Inc., National Caucus and Center on.....10, 40
Bureau of National Affairs, Inc.....31

Center for the Study of Aging.....12
Center for Women Policy Studies.....34
Chamber of Commerce of the United states.....31
Committee on Women's Employment and Related Social Issues.....35
Concerned Seniors for Better Government.....7
Conference Board, Inc.....31
Conference of Mayors, U.S.....6, 24
Congressional Caucus for Women's Issues.....35
Council of State Governments.....6
Counties, National Association of.....6, 22
County Aging Programs, National Association of 6
County Commissioners Association of Ohio.....24
County Employment, National Association of.....23

Displaced Homemakers Network.....48
Division of Older Worker Programs.....16

Employment and Retirement, National Policy Center on.....33
Employment and Training.....14
Employment and Training Administrators, Ohio.....25
Employment Policy, National Commission for.....32
Employment Policy, National Council on.....33
Employment Research, W. E. Upjohn Insititute for.....34
Employment, Homeworkers Organized For More.....46

Federal Council on the Aging.....2
Fifty Upward Network.....48
Forest Service, USDA.....43

Governor, Richard F. Celeste.....16
Gray Panthers.....7
Green Thumb, Inc.....8, 39

Hispanic Elderly, National Association for.....10, 39
Homeworkers Organized For More Employment.....46
House Education and Labor Committee.....28, 29
House Select Committee on Aging.....27
Human Resources Development Institute.....22

Indian Council on Aging, National.....11

Job Training Partnership Act.....1, 14, 36
Job Training Partnership, Inc., National.....24
Job Training Partnership-Ohio.....17

Labor, U.S. Department of 15
Leadership Council of Aging Organizations.....8

Manpower Analysis and Planning Society.....32

National Action Forum for Midlife and Older Women.....49
National Advisory Council on Aging.....2
National Alliance of Business.....32
National Alliance of Senior Citizens.....8
National Association for Hispanic Elderly.....10, 39
National Association for Human Development.....8
National Association of Area Agencies on Aging.....5
National Association of Counties.....6, 22
National Association of County Aging Programs.....6
National Association of County Employment.....23
National Association of Manufacturers.....32
National Association of Older Worker Employment Services.....23
National Association of Private Industy Councils.....23
National Association of State Units on Aging 5
National Caucus and Center on Black Aged, Inc.....10,40
National Center on Rural Aging.....12
National Commission for Employment Policy.....32
National Commission on Working Women.....35
National Congress of Neighborhood Women.....35
National Council for Alternative Work Patterns.....46
National Council for Research on Women.....36

National Council of Senior Citizens.....9, 40
National Council on Employment Policy.....33
National Council on the Aging.....9, 12, 41
National Farmers Union.....9
National Governors' Association.....6, 24
National Indian Council on Aging.....11
National Institute for Work and Learning.....33
National Institute on Aging.....2
National Institute on Aging, Work and Retirement.....33
National Job Training Partnership, Inc.....24
National Pacific/Asian Resource Center on Aging.....11
National Policy Center on Employment and Retirement.....33
National Urban League, Inc.....11,42
National Women's Employment and Education.....49
New Ways to Work.....46

Office of Job Training Programs.....15
Ohio Association of Area Agencies on Aging.....5
Ohio Association of PIC Chairs.....25
Ohio Bureau of Employment Services.....16
Ohio Department of Aging.....3, 38
Ohio Employment and Training Administrators.....25
Ohio Management Training Institute.....25
Ohio Manpower Association.....26
Ohio Network of Educational Consultants
in the Field of Aging.....12
Ohio STEPS (Senior Training and Employment
in the Private Sector).....3
Older Women's League.....9, 49
Older Worker Employment Services, National Association of 23
Older Worker Policy.....27
Options.....49

Pacific/Asian Resource Center on Aging, National.....11
Part-time Professionals, Association of.....45
PIC Chairs, Ohio Association of 25
Private Industry Councils, National Association of 23

Senate Labor and Human Resources Committee.....28
Senate Special Committee on Aging.....28
Senior Community Service Employment Program.....38
Senior Training and Employment in the
Private Sector (Ohio STEPS).....3
Special Targeted Programs.....15
State Job Training Coordinating Council.....17
State Units on Aging, National Association of.....5
Subcommittee on Employment and Productivity,
Senate Labor and Human Resources.....28
Subcommittee on Employment Opportunities,
House Education and Labor Committee.....29
Subcommittee on Human Resources, House Education and
Labor Committee.....29

Subcommittee on Labor, Senate Labor and
Human Resources Committee.....28
Subcommittee on Retirement Income and Employment,
House Select Committee on 27

Temporary and Contract Employees, American Association of 45
Training and Employment Professionals, Association of.....22

U.S. Conference of Mayors.....6, 24
U.S. Department of Labor.....15
Urban Institute.....34
USDA Forest Service.....43

W. E. Upjohn Institute for Employment Research.....34
Western Gerontological Society.....10
Wider Opportunities for Women.....36
Women and JTPA Coalition.....36
Women in Transition.....49
Women Policy Studies, Center for Women.....34
Women's Employment and Education, National.....49
Women's Employment and Related Social Issues, Committee on ...35
Women's Issues, Congressional Caucus for 35
Women's League, Older.....9, 49
Women, National Action Forum for Midlife and Older.....49
Women, National Commission on Working.....35
Women, National Congress of Neighborhood.....35
Women, National Council for Research on.....36
Women, Wider Opportunities for 36
Work and Learning, National Institute for.....33
Work in America Institute, Inc.....34
Work Options.....44
Work, New Ways to.....46
Working Women Education Fund.....46